

USAID/BENIN

**RESULTS REVIEW AND
RESOURCE REQUEST (R4)**

March 1998



USAID/BENIN
FY 2000 RESULTS REVIEW AND RESOURCE REQUEST (R4)

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LIST OF ACRONYMS

ABPF	Beninese Association for Family Health
AIDS	Acquired Immune Deficiency Syndrome
AIM	AIDS Impact Model
AIMI	Africa Integrated Malaria Initiative
ATI	Appropriate Technology International
ATLAS	African Training Leadership for Advanced Skills
BASICS	Basic Support for Institutionalizing Child Survival
BHR/PVC	Bureau of Humanitarian Response/Private and Voluntary Cooperation
BINGOS	Benin Indigenous Non-Governmental Organizations Strengthening
CAP	Certificat d'Aptitude Pédagogique (<i>Primary School Teaching Certificate</i>)
CEP	Certificate d'Etudes Primaires (<i>Primary School Leaving certificate</i>)
CIMEP	Community Involvement in the Management of Environmental Pollution
CLEF	Children's Learning and Equity Foundations
CPR	Contraceptive Prevalence Rate
CRS	Catholic Relief Services
CSP	Country Strategic Plan
CYP	Couple Years Protection
DDE	Direction Départementale de l'Enseignement (<i>Regional Directorate of Education</i>)
DG	Democracy and Governance
DHS	Demographic and Health Survey
ETS	Expenditure Tracking System
EU	European Union
FHA/WCA	Family Health and AIDS/West and Central Africa program
FP	Family Planning
FPLM	Family Planning Logistics Management
FSN	Foreign Service National
FQL	Fundamental Quality Level
GER	Gross Enrollment Rate
GLOBE	Global Learning and Observations to Benefit the Environment
GOB	Government of Benin
GTZ	German Technical Cooperation
HPN	Health, Population, and Nutrition
HRDA	Human Resource Development Assistance
IEC	Information, Education, Communication
IMCI	Integrated Management of Childhood Illnesses
IPPF	International Planned Parenthood Federation
IR	Intermediate Result
JHPIEGO	Johns Hopkins Program for International Education in Reproductive Health
MCDI	Medical Care Development International
MCH	Maternal and Child Health

MOE	Ministry of Education and Scientific Research
MOF	Ministry of Finance
MOH	Ministry of Health
MPP	Mission Performance Plan
NGO	Non-Governmental Organization
NPA	Non Project Assistance
NPP	National Population Policy
OE	Operating Expense
ORS	Oral Rehydration Salts
ORT	Oral Rehydration Therapy
OYB	Operating Year Budget
PDGG	Participatory Development and Good Governance
PENGOP	Primary Education NGO Project
PNLS	Programme de Lute Contre le SIDA (<i>National AIDS Control Program</i>)
PRIME	Primary Providers' Education and Training in Reproductive Health
PSC	Personal Services Contractor
PSI	Population Services International
PVO	Private Voluntary Organization
R4	Resources Review and Resources Request
R & R	Results and Resources
ROBS	Réseau des ONG Béninoises de Santé (<i>Beninese Health NGO Network</i>)
SO	Strategic Objective
SOAG	Special Objective Grant Agreement
SPIA	Strategic Plan for International Affairs
SPO	Special Objective
STD	Sexually Transmitted Disease
TA	Technical Assistance
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nations International Children Emergency Fund
USPVO	United States Private Voluntary Organization
VITA	Volunteers in Technical Assistance
WCA	West and Central Africa
WHO	World Health Organization

PART ONE

FY 1997 RESULTS REVIEW

I. OVERVIEW AND FACTORS AFFECTING PROGRAM PERFORMANCE

A. Development Context

Benin continued to make progress in political and economic liberalization in 1997. The IMF and World Bank are largely satisfied with the targets reached under the structural adjustment programs. Fiscal restraint has been achieved, inflation has been brought under control and is staying at about 3% a year, and privatization continues. The economic growth rate was estimated at 5% for 1997. The national assembly passed decentralization laws this year that will facilitate power sharing. Preparatory steps were taken to organize municipal elections that will be held during the latter part of 1998. The print media continues to be free and active. The GOB this year authorized broadcasting by several privately run radio and television stations. The Office of the President launched a visible anti-corruption initiative. These actions show that the institutionalization of democracy in Benin continues. They also indicate that the enabling environment for sustainable development is alive and well.

USAID/Benin recently submitted a Country Strategic Plan for the years 1998-2003. The strategy maps out a path for our development program, which was conceived in partnership with the GOB, the Embassy and other agencies at post, other donors, and NGO/PVOs. Additional information on the context of this report can be found in that document.

B. Benin Mission Performance Plan

The present Mission Performance Plan (MPP) identifies democracy and good governance, economic liberalism, and sustainable development as its primary goals. USAID/Benin's strategy is in full accord with these goals. A recent letter from Ambassador John Yates to Carol Peasley, Acting Assistant Administrator, Africa Bureau stated that: "... the 1998-2003 Plan is well-integrated with the objectives of all agencies and critical to meeting overall U.S. foreign policy objectives in Benin". The development objectives of USAID/Benin to support basic education, democracy and governance, and family health are essential to achieving the goals identified in the MPP.

C. Mission Context

The Mission suffers from understaffing. We have approved positions but are unable to fill them. Both our Health Officer and Program Officer positions have been vacant since July 1997. We expect to have our Program Officer position on board by December 1998, but there are no health officers on the horizon. Lack of adequate staffing has had an adverse affect on project implementation in our family health program. Similarly, the absence of a program officer has reduced our effectiveness to monitor and report results, respond to AID/W requests, to send staff for training, and to coordinate periodic submissions such as OYB cables, R4s, etc, and to mentor our FSN program staff.

D. Integration and Synergy

USAID/Benin has introduced new approaches/strategies and refined old ones in order to maximize program effectiveness. First, it places more emphasis on decentralization in the education and health sectors in order to achieve results. In doing so, we seek to strengthen the role of local communities and civil society in the management and financing of schools and health centers as an integral part of our education and health strategic objectives. By assisting the GOB to devolve effective power to the local level and by enhancing the advocacy, management and decision-making skills of local public and private entities, we will increase the absorptive capacity and efficiency of the government. By encouraging local participation, we will expand the delivery of sustainable health and education services.

Given the synergistic nature of our program, successful achievement of results in one area tends to enhance results in another. One example is our HEPS project which integrates health promotion activities into primary school using school children as change agents for improved health behaviors. Another example is that effective parent-teachers organizations supported by World Education become advocates of decentralized approaches to government.

Our integrated program will have a geographic focus in Borgou, the northern most region of Benin, where we intend to develop our health program and concentrate our d/g activities.

E. Regional Twinning Scheme

Under the plan to restructure REDSO/WCA and to assure that essential services formerly provided by REDSO/WCA continue, USAID/Benin is twinned with Togo, Nigeria, Gabon and Congo (Brazzaville). The recently submitted Country Strategic Plan and this R4 fully incorporate these additional responsibilities and reflect the additional resources necessary to support them. The additional staff assigned to us will not only allow us to assist our twinned posts but will also enhance our effectiveness in the areas of contracting, financial management and project design and management.

II. PROGRESS TOWARD OBJECTIVES

A. STRATEGIC OBJECTIVE 1: BASIC EDUCATION

"Assist the Government of Benin in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which prepares them for a productive role in their society"

Objective's relationship to U.S. National Interests

This Strategic Objective contributes to strategy 6 of the US Strategic Plan for International Affairs (SPIA): "Promote broad-based economic growth in developing and transitional economies". This SO augments goal No. 3, "Sustainable Development" of the Mission Performance Plan. These complement USAID Goal No. 3.1: "Access to quality basic education, especially for girls and women, expanded."

1. Performance Analysis

During this reporting period, Benin's primary education program exceeded its targets in the areas of teacher training, the primary school completion exam pass rate, capacity building and public participation in educational decision making. Overall, the reform program met the targets of ensuring a better education and more equitable access to a quality education. Although data for several performance indicators for this rating period are not available because of the timing of data collection, we will discuss evidence of progress using proxy performance data, where available. The Intermediate Results below are described in their order of priority.

Objective-Level indicators:

1. Gross enrollment rate (GER)
2. Leaving exam pass rate

At first glance, the GER seems to have stabilized over the past three years. However, given the increase in the school-age population over the same period, the 1997 GER figure of 69% for primary school children actually represents an increase in real numbers over the figure of 69% for 1996 (722,161 for 1996 versus 740,000 for 1997). The principal reason for the slow

increase in GER over the past three years is that the education system has reached its absorptive capacity limit. USAID is addressing this problem by improving educational efficiency and by assisting with the training of new contractual teachers, while the World Bank and other donors are financing school construction.

The substantial jump in the pass rate between 1992 and 1993 was due to the elimination of dictation as an exam subject that year. In 1994 and 1995, the pass rate declined, but since has shown steady growth. Given the rate of increase in 1996 and 1997, the target of a 75%

pass rate seems attainable by the year 2002. In July 1998, the first group of experimental school children to have been taught the new curriculum will be tested by a new CEP exam based on that curriculum. The results for this year's new program CEP are not expected to be conclusive, since this first wave of experimental school students did not receive six full years of schooling in the new programs. The graduating classes of 1999 and 2000 will provide a more accurate barometer of the degree of success of the new programs.

Intermediate Result 1: Primary education is more effective in enabling students to be successful in their post-primary school careers

This IR is being met on schedule. *The implementation of the Fundamental Quality Level (FQL) program*

progressed considerably over the last year. This program incorporates the

activities of several different reform action plans, addressing pedagogical

needs such as teacher training,

textbooks, desks, latrines, curricula, and

inspectors' visits. Specifications and norms are detailed for each input. During this reporting period, the MOE completed the evaluation of school needs using the FQL indicators.

Findings of this evaluation constitute a basic planning and programming tool for the procurement and delivery of educational services and inputs.

IR1 Indicators:

1. Teachers with professional qualification (C.A.P. exam)
2. MOE-supplied textbooks per public school student
3. Number of schools meeting priority FQL norms

Teacher quality is continuing to improve. The number of teachers obtaining the required teaching certificate - CAP (Certificat d'Aptitude Pédagogique) far exceeded the target levels for 1996. This certificate is recognized throughout francophone West Africa as the basic degree licensing primary school teachers. The percentage of teachers with the CAP progressed from 45% in 1995 to 70% in 1996 and 70% in 1997. During the rating period, the MOE hired approximately 2600 new primary school teachers on a contractual basis. These contractual teachers received an initial training that was financed by USAID. An additional 1700 new teachers are scheduled to be hired and trained during the summer of 1998 and a substantial number of last year's hires are scheduled to receive additional training during the same period.

Progress was made in textbook reform, which is now being institutionalized throughout the primary cycle. The MOE has designed and written textbooks, workbooks and teacher's guides to accompany the new programs in the 166 Phase 1 schools. However, financial and logistical constraints prevented their production in sufficient numbers, and schools have had to improvise and transfer work to the blackboard or to home-made posters in order to cope with the shortages. The Mission will use technical assistance in planning and logistics to resolve these constraints.

The GLOBE program (Global Learning to Benefit the Environment) has matured and expanded. It has been formally adapted by the MOE as evidenced by their 1997 budget, expansion to 29 schools, and adaptation of GLOBE as part of the MOE's environmental education program. Eight pilot GLOBE schools in Benin have continued to implement the program since December 1995, increasing the number of students participating and including a small amount of funding for GLOBE in their school budgets. Peace Corps Benin has integrated GLOBE into its program as a secondary activity for many of its education volunteers.

While the three indicators chosen for IR1 provide a good description of inputs into the system, they do not fully capture the relevance of this system in “preparing school-age children to assume a productive role in society.” *In the next reporting period, the Mission will begin tracking the post-primary careers of both dropouts and school leavers, using samples drawn from the experimental schools.*

USAID Benin is concerned with children who exit the system during and immediately after primary school. While those who go on to secondary school will be supported by programs financed by other donors, programs in Benin assisting primary school leavers are inadequate. We plan to analyze this situation, and assess the demand and need for further skills training. In this area, we will look to the Songhai project, among other examples, to provide some lessons learned about best practices. The Songhai activity integrates education with democracy and governance objectives by strengthening civil society through support to community level agriculture-based enterprises and farmers networks. In addition, we have identified Songhai as a key organization with potential to develop information technology activities under the Leland Initiative and LearnLink Project. It has supported the GLOBE Program by providing students and teachers with access to the Internet. *Progress toward this IR has been significant during this reporting period.*

Intermediate Result 2: Access to primary education for girls and children from disadvantaged regions broadened

This Intermediate Result is on track. This IR uses indicators that describe nationwide variations in access and retention based on gender as well as regional variations in equity. The indicators that describe overall gender variations are the GER for girls and boys and the GER for girls as compared to the total. The geographic indicators are the GER for a northern and a southern province and the leaving exam pass rate from the same two provinces.

While these regional indicators have proven useful, they do not provide a comprehensive picture of the geographic variation in equity. *Over the next reporting period, the Mission will disaggregate GER and pass rate data into “rural” and “urban” schools.*

The GER for girls is increasing slowly and may reach the target of 60% by 1999, but the

slower rate of increase for girls is a concern. Targets for 2002 will not be achieved if current trends continue. Exam pass rates for boys as well as girls are increasing steadily towards projected targets for 2002.

The Mission's interventions to increase the GER for girls during the reporting period include the creation of a new National Network for Girls' Education. We have been closely involved in building the capacity of the National Network and will provide technical assistance for many of its programs and projects over the next reporting period.

IR2 Indicators:

1. Gross enrollment rate (GER) for girls and boys and the percent girl/total
 2. Leaving exam pass rate for girls and boys
 3. GER for a northern and a southern province
 4. Leaving exam pass rate for a northern and a southern province
-

Intermediate Result 3: Ensure Financial Resource -- Adequate financial resources to rehabilitate and maintain Benin's education system assured

The MOE has made progress in financial management, preliminary analysis indicates that the budget which goes to primary education remains above 50%. The most significant change since the last report is that in the 1997 budget the amount allocated to primary school teachers can be tracked.

IR3 Indicators:

1. Primary education budget as a percent of the total education budget
 2. Non-salary primary education budget as percent of total primary education budget
-

The slight decrease in the percentage of the education budget allocated to the primary education sub-sector is due to the MOE's decentralization efforts. In the 1997 budget, the amount for pedagogical material was reduced and funds were allocated directly to the DDEs (regions) where educational expenditures actually occur.

The percent of the total primary education budget allocated to non-salary items for the reporting period has been maintained at the same level as last year (25.3%). A slight decrease occurred in the amount budgeted for pedagogical material. Considering the increase in new primary school teachers, this decrease is not significant.

Intermediate Result 4: Greater Public Participation -- Transparency, participatory decision-making, and consensus-building on education promoted

During the reporting period, there was clear evidence of greater public participation in the decision making process in education that exceeded program objectives. *Through World Education's (WE) Primary Education NGO's Project (PENGOP), 17 NGOs and 208 Parents'*

Associations have been strengthened. (Currently 12 of the 17 NGOs initially selected are still active in the project.) PENGOP offered these NGOs and Parents' Associations the opportunity to improve internal organization, expand their involvement in school management, develop proposal writing skills, and raise funds. Through PENGOP, board members of Parents' Associations were provided literacy training to increase involvement of non-literate parents in school affairs. Parents participation in the revision of school curricula, the repair and building of infrastructure, and the improvement of living conditions for teachers are major PENGOP achievements. We are also supporting public participation providing training in financial management and administration to the national Federation of Parents' Associations.

Intermediate Result 5: Strengthen Institutional Capacity and Coordination -- Enhanced ability of GOB, particularly the Ministry of Education, to coordinate setting and carrying out of national educational objectives

During the reporting period, the MOE became the first sectoral ministry in the GOB to establish a computerized human resource management database. The complete files of all 17,000 of the MOE's employees have been entered into the database. This database and personnel can now be tracked and managed. The MOE has also decentralized its human resource management procedures and has produced a personnel management manual.

Institutional capacity building efforts in the area of financial management aim at overhauling and strengthening the MOE's resource allocation procedures. We have established a series of benchmarks to measure the GOB's improvements in its financial management systems and accountability in the following areas: procurement, budgeting, cash management, accounting and reporting, auditing and payrolls.

Formal dialogue with the Ministry of Finance (MOF) and the MOE has gained momentum, with our help. Improved accountability should lead to improved relationships between the MOE and the MOF thereby facilitating mobilization of budget funds to support the MOE's recurrent expenses. *The 1997 MOE budget was the first that considered needs expressed at the regional as well as central level.* Current discussions are underway to improve budget estimates by inclusion of technical data.

Donor coordination

To avoid duplication and to foster collaboration in the education sector, USAID has effectively advocated for donor coordination. Periodic donors and development partners' meetings serve to share lessons learned, avoid duplication of effort, and ensure complementarity. While we have focused on improving the quality of the primary education system, other partners, such as the Japanese and the Islamic Development Bank, have focused on funding classroom construction. The World Bank provides text books and supports girls

education, in particular through boarding schools. During the reporting period, the MOE organized a donor round table with financial and technical assistance from USAID. In collaboration with stakeholder and all of its donor partners, the MOE produced a working document that describes its educational plans over the next decade.

2. Expected Progress Through FY 2000 and Management Actions

IR1: Improved Key Pedagogical Systems and Inputs for Delivery of a Quality Basic Education

- New national curricula for all six grades produced
- Pedagogical materials relevant to the new curricula for all the six grades produced
- Educational services and inputs delivered to schools using FQL norms
- Health education provided and health facilities installed and in use in selected schools
- GLOBE schools expanded and strengthened
- 80 (out of 100) students will have received long-term technical training and an additional 160 (out of 200) will have received short-term technical training
- 1600 (out of 2000) farmers and their families will have benefitted from village outreach activities including micro-enterprises and cooperative ventures and
- establishment of small to medium sized agribusinesses by 50% of technical training graduates.

IR2: Increased Equity of Access to Primary Schools

- Girls' gross enrollment rate increased with the assistance of the girls' education network, from 53% to 78%
- Grassroots activities to promote girls' schooling implemented in collaboration with local organizations
- Steady growth of GER for disadvantaged areas, from 69% to 78%.

IR3: Maintained Sufficient Financing for Primary Education

- Development of a financial planning tool that will track the funds spent on education by subsector
- Budgetary resources allotted to primary education maintained
- The computerized financial tracking system operational at both central and local levels

IR4: Increased Civil and Government Participation in Basic Education

- Primary Education NGO project expanded to other regions
- 800 Parents Associations trained to participate effectively in the education system
- 15 NGOs trained to provide institutional strengthening expertise to these parents associations.

IR5: Improved Institutional Capacity for Educational Planning, Management and

Accountability

- Financial management responsibilities continue to be transferred to regional offices
- Administrative training provided to the MOE

Management Actions

This table reflects changes made in the Basic Education Strategic Objective's IRs which have been incorporated in the 1998-2003 CSP.

	1997 Results Report	1998 - 2003 CSP
Objective Number	Strategic Objective 1	Strategic Objective 1
Objective Title	Assist the Government of Benin in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which prepares them for a productive role in their society	More children receive, on an equitable basis, a basic education which prepares them for productive roles in society
Intermediate Results (IRs)	IR1: Primary Education is more effective in enabling students to be successful in their post-primary school careers	IR1: Improved Key Pedagogical Systems and Inputs for Delivery of a Quality Basic Education
	IR2: Access to primary education for girls and children from disadvantaged regions broadened	IR2: Increased Equity of Access to Primary Schools
	IR3: Adequate financial resources to rehabilitate and maintain Benin's education system assured	IR3: Maintained Sufficient Financing for Primary Education
	IR4: Transparency, participatory decision-making, and consensus-building on education promoted	IR4: Increased Civil and Government Participation in Basic Education
	IR5: Enhanced ability of GOB, particularly the MOE, to coordinate setting and carrying out of national educational objectives	IR5: Improved Institutional Capacity for Educational Planning, Management & Accountability

3. Performance Data Tables

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society			
INDICATOR: Gross enrollment rate			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Table INDICATOR DESCRIPTION: Number of children in school divided by the number of Beninese children between the ages of six and eleven, expressed as percent. COMMENTS: This indicator is not disaggregated by gender for the SO, since we will use the girl/boy ratio for the IR2 (equity). The figure for 1997 is a proxy figure based on school opening data. **Due to the delayed start up of a new education reporting system, the Mission does not have official data for the school year 1996-1997. Where available we have used proxy figures, based on opening school data.	YEAR	PLANNED	ACTUAL
	1991		57
	1992		60
	1993		62
	1994		64
	1995		68
	1996		69
	1997		69
	1998	72	
	1999	73	
	2000	75	
	2001	77	
	2002	78	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society			
INDICATOR: Leaving exam pass rate			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Table INDICATOR DESCRIPTION: Percentage of students who take and pass the end-of-cycle primary school exam (CEP exam) COMMENTS: This indicator is not disaggregated by gender for the SO, since we will use the girl/boy ratio for the IR2 (equity).	YEAR	PLANNED	ACTUAL
	1993		60
	1994		58
	1995		54
	1996		62
	1997		70
	1998	68	
	1999	70	
	2000	72	
	2001	74	
	2002	75	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 1: Improve Quality -- Primary education is more effective in enabling students to be successful in their post-primary school careers			
INDICATOR: Teachers with professional qualification (C.A.P. exam)			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Tables for 1996 INDICATOR DESCRIPTION: Percentage of teachers with certification COMMENTS: The CAP is the professional certificate for primary school teachers. The upward trend is expected to continue since this certification is a major priority of the MOE. *The target figures for the years 1998 and 2002 reflect estimates made during our 1994-1998 strategy. Updated targets will be set for years 1998 through 2002.	YEAR	PLANNED	ACTUAL
	1991		28
	1992		30
	1993		33
	1994		38
	1995		45
	1996		70
	1997		86
	1998		
	1999	48	
	2000		
	2001		
	2002	50	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 1: Improve Quality -- Primary education is more effective in enabling students to be successful in their post-primary school careers			
INDICATOR: MOE-supplied textbooks per public school student			
UNIT OF MEASURE: Average number SOURCE: MOE pedagogical materials acquisition disclosure INDICATOR DESCRIPTION: Average number of textbooks for each primary public school student COMMENTS: Before the Primary Education Reform, MOE and donors estimated that there were approximately .33 textbooks per student in the public primary system. Under Benin's Fundamental Quality Level (FQL) program, each student should have at least one math textbook and one French textbook. **Currently no data is available for the 1996-1997 school year.	YEAR	PLANNED	ACTUAL
	1991 (B)		0.33
	1996	0.75	0.62
	1997	1.25	Not Available
	1998	1.30	
	1999	1.50	
	2000	1.60	
	2001	1.80	
	2002	2.00	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increase Equity -- Access to primary education for girls and children from disadvantaged regions broadened			
INDICATOR: Gross enrollment rate (GER) for girls and boys and the percent girl/total			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Table INDICATOR DESCRIPTION: Number of children in school divided by the number of Beninese children between the ages of 6 and 11, expressed as a percent COMMENTS: For each year, the first number is the GER for girls and the second is the GER for boys. Below the two GERs is the percent of girl/total. For 1991, for example, 35.9% of all students were girls.	YEAR	PLANNED	ACTUAL
	1991 (B)		40 : 71 35.9
	1996		52 : 84 38.3
	1997		53 : 83 37.2
	1998	60 : 78 43.5	
	1999	60 : 78 43.5	
	2000	70 : 78 45.0	
	2001	75 : 78 48.0	
	2002	78 : 78 50.0	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increase Equity -- Access to primary education for girls and children from disadvantaged regions broadened			
INDICATOR: Leaving exam pass rate for girls and boys			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Tables for 1996 INDICATOR DESCRIPTION: Percentage of students who take and pass the end-of-cycle primary school exam (CEP exam) COMMENTS: For each year, the first number is the pass rate for girls and the second is the pass rate for boys. **Currently no data is available for the 1996-1997 school year.	YEAR	PLANNED	ACTUAL
	1991 (B)		30 : 32
	1996		50 : 55
	1997		Not Available
	1998	60 ; 60	
	1999	65 : 65	
	2000	70 : 70	
	2001	75 : 75	
	2002	80 : 80	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increase Equity -- Access to primary education for girls and children from disadvantaged regions broadened			
INDICATOR: Gross enrollment rate (GER) for a northern and a southern province			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: MOE Statistical Tables	1991 (B)		37 : 66
INDICATOR DESCRIPTION: Number of children in school divided by the number of children between the ages of 6 and 11	1996		41 : 95
COMMENTS: The northern region is Borgou and the southern is Atlantique. Borgou is a sparsely populated, largely rural area where much cotton and beef is produced. Atlantique is a small, densely-populated province along the coast which contains the country's largest city, Cotonou. Atlantique's agricultural sector's labor demand, although important, does not exercise the same influence on GERs as does the labor demand in Borgou. For each year, the first number is the GER for the Borgou and the second is the GER for Atlantique.	1997		45 : 98
	1998	60 : 78	
	1999	50 : 78	
	2000	70 : 78	
	2001	75 : 78	
	2002	78 : 78	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increase Equity -- Access to primary education for girls and children from disadvantaged regions broadened			
INDICATOR: Leaving exam pass rate for a northern and a southern province			
UNIT OF MEASURE: Percent SOURCE: MOE Statistical Tables for 1996 INDICATOR DESCRIPTION: Percentage of students who take and pass the end-of-cycle primary school exam (CEP exam) COMMENTS: For each year, the first number is the pass rate for Borgou region students and the second is the pass rate for Atlantique region students.	YEAR	PLANNED	ACTUAL
	1991 (B)		30 : 38
	1996		63 : 56
	1997		77 : 68
	1998		
	1999	60 : 70	
	2000		
	2001		
	2002	80 : 80	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 3: Ensure Financial Resource -- Adequate financial resources to rehabilitate and maintain Benin's education system assured			
INDICATOR: Primary education budget as a percent of the total education budget			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: GOB national budget	1992 (B)		46.9
	1993		47.0
INDICATOR DESCRIPTION: Percentage of education sector budget which is allocated for primary education	1994		48.6
	1995		54.5
COMMENTS: This indicator monitors the GOB's commitment to primary education as a part of the sector budget. While USAID/Benin believed the primary education budget should not decline, we did not set specific increases in budget share targets during the LOP. It is the Mission belief that the percentage of the education budget that goes to primary education should go no lower than 50%.	1996		53.9
	1997		53.2
	1998	50.0	
	1999	50.0	
	2000	50.0	
	2001	50.0	
	2002	TBD	

STRATEGIC OBJECTIVE 1: Assist the GOB in ensuring that an increasing number of school-age children receive, on a more equitable basis, an education which adequately prepares them to assume a productive role in their society APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 3: Ensure Financial Resource -- Adequate financial resources to rehabilitate and maintain Benin's education system assured			
INDICATOR: Non-salary primary education budget as percent of total primary education budget			
UNIT OF MEASURE: Percent SOURCE: GOB national budget INDICATOR DESCRIPTION: Percentage of primary education budget which is allocated for non-salary items COMMENTS: This indicator tracks the GOB commitment to providing adequate supplies, services and infrastructure to ensure a fundamental level of quality in the country's schools.	YEAR	PLANNED	ACTUAL
	1992 (B)		9.5
	1996		25.3
	1997		25.3
	1998		
	1999	26.0	
	2000		
	2001		
	2002	TBD	

B. SPECIAL OBJECTIVE 1: DEMOCRACY AND GOVERNANCE

"Improve Governance and Reinforce Democracy"

Objective's relationship to U.S. National Interests

This special objective contributes to SPIA 5 (12): Increase foreign government adherence to democratic practices and respect for human rights. It also supports the Agency goal of strengthening democracy and good governance (MPP 1). The Agency's four democracy objectives are: 1) the rule of law strengthened; 2) credible and competitive political processes developed; 3) a politically active civil society promoted; and 4) more transparent and accountable government institutions encouraged. The USAID/Benin special objective is linked to Agency objectives 2, 3 and 4.

1. Performance Analysis

The Democracy and Governance Special Objective maintained its cross-cutting role by supporting reform to reduce governance constraints in the basic education and health sectors. The Special Objective targeted four intermediate results: IR 1) civil society strengthened through NGO capacity building; IR 2) mechanisms to promote ethical standards in governance strengthened; IR 3) increased local government participation in decision-making, IR 4) effectiveness and independence of legislature reinforced. *Particular attention was given to IR 1 and IR 3 because they demand more on-the-ground monitoring; progress towards these IRs is on track and satisfactory to the customers. Results in IR1 exceed all expectations proving that USAID'S synergistic approach in professionalizing NGOs has been effective.* Though activities in IR2 and IR4 are intermittent and require policy dialogue and commitment from government, they have begun to take shape with strong support from parliamentarians. As recommended by the joint USAID/European Union governance assessment conducted in 1996, progress in reinforcing civil society and the democratic transition should be extended to reforming administration, reducing corruption and carrying out effective decentralization. *The intermediate results below are presented in order of priority.*

Intermediate Result 1: The effectiveness of civil society organizations (NGOs) management and governance increased

During the reporting period, a seven month no-cost extension was awarded to Africare after the successful 1996 mid-term evaluation and the 1997 opinion poll. *Results to date indicate that progress towards strengthening civil society through NGO capacity building are excellent and on track.* Women's organizations have played a

IR1 Indicators:

1. Number of registered NGOs
2. Number of functional Civil Society Organizations in Targeted Areas

considerable role in the achievement of this result. Africare, the implementing partner, increased efforts in areas of NGO networking and advocacy. As a result, two NGO networks were created, one in the area of micro-finance and the other in health.

The opinion poll on BINGOS concluded that 86% and 96% of NGOs involved in the BINGOS program were satisfied with training provided in the area of project management and financial management respectively. During presentation of the results in September 1997, participants acknowledged that BINGOS I not only had considerable impact on professionalizing NGOs but contributed to empowering grassroots beneficiaries through micro-projects. They recommended a second phase in which emphasis would be placed on advocacy skills-building.

To improve civil society's legal environment, USAID in collaboration with Africare and the GOB helped NGOs draft new legislation to replace the French Law of 1901 governing associations. A code of ethics governing NGOs was drafted and adopted during the reporting period. These bills were openly discussed in a workshop organized in partnership with other donors and subsequently submitted to the GOB. The active participation of NGOs in the legislative process having to do with the legal and institutional environment governing their existence demonstrated that civil society is beginning to assume its advocacy role. Two study tours were organized for NGO partners: one to Nigeria to observe advocacy activities and one to the U.S. to expose NGO partners to experiences in decentralization, advocacy and grassroots development. This exchange increased awareness among Beninese NGOs on the importance of advocacy.

Intermediate Result 2: Mechanism to promote ethical standards in governance strengthened

Consistent with recommendations of the governance assessment, more emphasis is now being placed on IR 2. *Several pilot activities have been initiated to support the GOB's efforts to implement administrative reforms.*

These include a needs assessment of two supreme audit institutions, the Inspector General's Corps of the Ministry of Finance and the Supreme Court's Chamber of Accounts, and the drafting of a handbook of procedures and audit guidelines for each institution. The needs assessments made several recommendations including the recruitment of more inspectors and the strengthening of human resources. As a result, six more inspectors were hired in the Inspector's General Corps and the Chamber of Accounts is in the process of hiring more inspectors. The handbooks have now been completed and distributed to relevant institutions. In addition, the number of audits performed on parastatals and government institutions increased. In May 1997, one inspector from the Supreme Court and one from the Ministry of Finance were sponsored by USAID to participate in a refresher training-of-trainers

IR2 Indicator:

1. Number of audited institutions increased

course on parastatal audits.

Intermediate Result 3: Increased local government participation in decision-making through the creation of an enabling environment that will support local private initiatives

Progress on this result met expectations, even though implementation was delayed due to constraints in passing decentralization laws. To expedite legislative deliberations on the

decentralization bill, we initiated several meetings with civil society and the National Assembly. These meetings served as fora for parliamentarians of the law commission. Views on controversial aspects of the decentralization bill such as financial autonomy and level of devolution were openly discussed. A delegation composed of parliamentarians, NGOs, and staff from the Ministry of Interior was sent to Burkina Faso to observe progress made in the area of decentralization. As a result of this observation tour, parliamentarians revised the government bills on land administration and decentralization in order to give local officials more authority. They rejected the proposal on local officials concurrently holding two positions of responsibility in the government. In order to encourage decentralized grass-roots initiatives and increase local revenue base, USAID awarded grants to two U.S. PVOs, Appropriate Technology International (ATI) and the Volunteers in Technical Assistance (VITA). These PVOs will strengthen the enabling environment for small enterprise development through the use of appropriate technologies and provision of micro-credit to disadvantaged communities. Results reporting on these activities will begin in the next R4.

IR3 Indicator:

1. Level of locally collected revenue in local government budget

Intermediate Result 4: The Effectiveness and Independence of the Legislature Reinforced

This Intermediate Result is on track. The joint European Union/USAID macro-governance assessment identified assistance to the legislative branch as a priority area. This assessment began in the reporting period and was completed in December

1997. To follow-up on recommendations of the above assessment, USAID held a series of sessions with the National Assembly to review and identify a course of action for future collaboration. These discussions led to the decision to perform a comprehensive assessment of the National Assembly's needs. In September 1997, USAID solicited the assistance of the Research Foundation of the State University of New York to perform this assessment. As a result of this assessment, the following three main areas of intervention were proposed : 1)

IR4 Indicator:

1. Number of bills and/or resolutions amended or initiated by National Assembly

improving the National Assembly's financial control, 2) improving capacity to draft bills, and 3) increasing representation of elected officials. The report is now being reviewed by the National Assembly in order to prioritize actions prior to the implementation. We intend to give particular attention to increasing women representatives in the legislature. Additional activities included a study tour by two representatives, one from the National Assembly and the other from the Beninese Bar Association, to the United States in July 1997 to familiarize themselves with the American federal and state legislative systems and their deliberative process. The lessons learned from this working visit are being shared with other parliamentarians and lawyers.

Greater Donor Coordination and the Transatlantic Agenda

Coordinated planning with development partners and other donors is essential to obtaining meaningful results in governance. In June 1997, USAID/Benin and the European Union organized a workshop to present the results of the Democracy and Governance assessment. The assessment report was well received by civil society and the GOB. Though some donors took issue with the comments within the document regarding the level of progress made in the area of decentralization, the document is considered a base of reference for governance activities. In June 1997 under the aegis of the Swiss Cooperation, the Participatory Development and Good Governance (PDGG) group of donors was formed to: 1) share information on a variety of specific studies involving decentralization (a major recommendation of the assessment); 2) collaborate on DG-related topics; and 3) coordinate actions in the fight against corruption. Both the Swiss and USAID Mission plan to collaborate on a decentralization study of the health sector in the northern part of Benin.

The joint USAID/EU governance assessment in Benin produced not only valuable insights into the process of democratic transition, but it also generated some lessons about donor collaboration in this sector. Furthermore, the recommendations of the assessment were published by local press to solicit reactions from civil society.

2. Expected Progress Through FY 2000 and Management Actions

Integration, coordination and synergy are the main strategic approaches to achieving the democracy and governance special objective. USAID will help to create linkages between civil society needs, public administration responsibilities and other donor programs. Although DG resources will not be spent on health and education programs, per se, emphasis will be placed on programs which improve governance through decentralized approaches, particularly in the education and health sectors. In the coming year the following four intermediate results will be tracked: IR 1) increased participation of civil society in national decision-making; IR 2) strengthened mechanisms to promote transparency and accountability; IR 3) improved environment for decentralized private and local initiatives; and IR 4) a strengthened, more independent, and representative legislature.

IR1: Increased participation of civil society in national decision-making

USAID, in collaboration with all US PVOs involved in basic education and health, such as Africare, World Education, MCDI, will reinforce capacities of local NGOs, through training and technical assistance, so they can influence decisions made by central governmental authorities. The critical mass of effective NGOs needed for sustainable impact and affecting central government decision making has not been reached. By building on the success of BINGOS I in professionalizing 20 NGOs, we will reach a critical mass of NGOs and local associations capable of implementing education, health, and governance activities at the grassroots level and advocating on behalf of their beneficiaries. We will place more emphasis on national NGOs that can effectively channel grassroots needs in education and health. The activities under this result will: 1) strengthen indigenous NGO management capacity; 2) reinforce NGO networks and women groups' capacity in advocacy; and 3) clarify the legal environment and define the ethical and operational code of NGOs.

IR2: Strengthened mechanisms to promote transparency and accountability

USAID/Benin will assist the GOB in following up on the recommendation of the National Conference of 1990 to create transparent partnerships between public administrators and civil society. We will help develop a comprehensive, prioritized audit plan and train auditors of the Chamber of Accounts and the Inspector General Corps to improve and sustain their performance. In collaboration with civil society and the GOB anti-corruption unit, we will initiate pilot activities to reduce illegal payments and administrative constraints. Possible activities might include: surveys on the economic effects of reducing illegal payments on exports/imports and the GOB's revenue; a civic education activity to sensitize civil society (e.g., NGOs, unions) on their role in fighting corruption; and assistance to the GOB in revising or developing corruption regulations that are more enforceable and less subject to abuse. Additional education and health funds may be used to enhance financial management capacities within the Ministry of Finance, Chamber of Accounts of the Supreme Court, audit and control structures within the Ministry of Interior, and the National Assembly.

IR3: Improved environment for decentralized private and local initiatives

This IR seeks to increase citizens' involvement in local governance decisions that have impact on their daily lives. It also attempts to strengthen local government's capacity to support local development actions. By building on current community activities and supporting new ones in the education and health sectors, as well as supporting other donor activities, USAID/Benin will: 1) increase local community access to resources (micro finance and appropriate technologies) in order to support local development; 2) inform local communities on decentralization and the role of civil society in effective local governance; and 3) strengthen local officials' governance capacity to ensure that local governments and other decentralized institutions possess enough authority and flexibility to generate and manage resources; and 4)

foster effective linkages among local associations and between them and local government. These activities are expected to generate more revenues for decentralized municipalities for use in local programs.

IR4: A strengthened, more independent, and representative legislature

Under this IR, USAID/Benin intends to increase the deliberative capacity of the National Assembly in passing laws, assist this legislative body in instituting more democratic and effective legislative processes, and enhance the dialogue between legislators and constituents. As a result, important pending laws, such as those affecting improvements in the operation of the social sector, especially education and health, will be developed and passed. USAID will obtain improvements in the electoral system by assisting the National Assembly to refine the electoral code for making the Autonomous National Electoral Commission a permanent body. Finally, as we support electoral activities, we will include activities to encourage greater participation of women in the local and national electoral and legislative processes. Women's participation will lead to more representative national and local governments.

Possible activities include technical support, training and observation tours for elected national assembly members and administrative and support staff. We intend to improve management information systems for facilitating legislative decision making and to provide parliamentarians and support staff with skills and knowledge in lawmaking which will give them greater authority over budgetary matters. USAID will help improve collaboration between public administrators, parliamentarians and the population at large.

Management Actions

This table reflects changes made in the Democracy and Governance Special Objective's IRs which have been incorporated in the 1998-2003 CSP.

	1997 Results Report	1998 - 2003 CSP
Objective Number	Special Objective 1	Special Objective 1
Objective Title	Improve Governance and Reinforce Democracy	Improved Governance and Reinforced Democracy
Intermediate Results (IRs)	IR 1: The effectiveness of civil society organizations (NGOs) management and governance increased	IR 1: Increased participation of civil society in national decision-making
	IR 2: Mechanism to promote ethical standards in governance strengthened	IR 2: Strengthened mechanisms to promote transparency and accountability
	IR 3: Increased local government participation in decision-making through the creation of an enabling environment that will support local private initiatives	IR 3: Improved environment for decentralized private and local initiatives
	IR 4: The Effectiveness and Independence of the Legislature Reinforced	IR 4: A strengthened, more independent, and representative legislature

3. Performance Data Tables

SPECIAL OBJECTIVE 1: Improve Governance and Reinforce Democracy APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 1: The effectiveness of civil society organizations (NGOs) management and governance increased			
INDICATOR: Number of registered NGOs			
UNIT OF MEASURE: Total count per year SOURCE: Ministry of Interior, Security and Land Administration INDICATOR DESCRIPTION: Actual Number of NGOs registered by the Ministry of Interior. This increase includes individual NGOs, Networks and Associations COMMENTS: The NGOs movement has increased in number by 44% during the reporting period. ¹	YEAR	PLANNED	ACTUAL
	1994	---	500
	1995	650	700
	1996	900	981
	1997	1000	1415
	1998	1600	
	1999	1800	
	2000	2000	

As shown by the table, the considerable increase in the number of NGOs (44%) during the reporting period is reflective of the confidence donors now place on NGOs to carry out development projects and the GOB inclination to decentralize. NGOs trained by U.S. PVOs such as Africare, MCDI, and World Education are now seen as models that serve to broaden awareness among citizens of the role of associations and networks in influencing decision-making in their country.

SPECIAL OBJECTIVE 1: Improve Governance and Reinforce Democracy APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 1: The effectiveness of civil society organizations (NGOs) management and governance increased			
INDICATOR: Number of functional Civil Society Organizations in Targeted Areas			
UNIT OF MEASURE: Total count per year	YEAR	PLANNED	ACTUAL
SOURCE: Ministry of Interior, Security and Land Administration, Ministry of Plan, Africare (BINGOS Program) INDICATOR DESCRIPTION: Actual Number of NGOs or Network that are deemed functional with regards to criteria set by Africare. COMMENTS: BINGOS II will result in increasing the critical mass of NGOs capable of advocating through networking at national level.	1997		40
	1998	55	
	1999	80	
	2000	100	
	2001	120	
	2002	130	
	2003	140	

This indicator has been changed to reflect a wider range of NGOs evaluated by the Ministry of Planning.

SPECIAL OBJECTIVE 1: Improve Governance and Reinforce Democracy APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Mechanism to promote ethical standards in governance strengthened			
INDICATOR: Number of audited institutions increased			
UNIT OF MEASURE: Number of audits performed per year by supreme audit institutions SOURCE: Ministry of Finance (General Inspection of Finance), Supreme Court (Chamber of Accounts) INDICATOR DESCRIPTION: The increased number of audits performed show that the auditing institutions are playing their role and that public institutions are still willing to be more accountable and transparent. COMMENTS: Although the Ministry of Finance and the Supreme Court are still committed to increasing the number of inspectors and auditors, the number of auditors is still limited; more audits could be performed with more auditors.	YEAR	PLANNED	ACTUAL
	1995 (baseline)	10	16
	1996	17	17
	1997	20	29
	1998	30	
	1999	40	
	2000	50	

SPECIAL OBJECTIVE 1: Improve Governance and Reinforce Democracy APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 3: Increased local government participation in decision-making through the creation of an enabling environment that will support local private initiatives			
INDICATOR: Level of locally collected revenue in local government budget			
UNIT OF MEASURE: Percent SOURCE: Ministry of Interior, Ministry of Finances, Municipal Development Program Reports, Supreme Court INDICATOR DESCRIPTION: Percentage representing the local revenues per total local government budget. Revenues generated at local level show local communities' participation in socio-economic development. COMMENTS: Benin plans to decentralize at the district level. However, USAID will initiate activities at the village level which will create an enabling environment to support local initiatives.	YEAR	PLANNED	ACTUAL
	1997	--	0
	1998	5	
	1999	10	
	2000	20	

SPECIAL OBJECTIVE 1: Improve Governance and Reinforce Democracy APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 4: The effectiveness and independence of the legislature reinforced			
INDICATOR: Number of bills and/or resolutions amended or initiated by the National Assembly			
UNIT OF MEASURE: Bills/resolutions passed by members of the National Assembly SOURCE: National Assembly President's end-of-year parliamentary report INDICATOR DESCRIPTION: The increase in the number of bills/resolutions voted by National Assembly members demonstrated their active participation in law and decision-making. COMMENTS:	YEAR	PLANNED	ACTUAL
	1997	20	32
	1998	40	
	1999	50	
	2000	60	

C. SPECIAL OBJECTIVE 2: FAMILY HEALTH

"Expand the Availability, Quality and Use of Family Health and HIV/AIDS Prevention Services"

Objective's relationship to U.S. National Interests

USAID/Benin's Special Objective 2 (SPO2) contributes to the Strategies 15 and 16 of the U.S. Strategic Plan for International Affairs (SPIA): "Stabilize World Population" and "Protect Human Health and Reduce the Spread of Infectious Diseases". It supports the MPP goal of sustainable development and contributes to the achievement of Agency Goal No. 4: "World population stabilized and human health protected."

1. Performance Analysis

Over the past year, grant and field support activities have continued, additional health sector assessments were performed, and the development of the integrated family health program in

Objective-Level indicators:

1. Contraceptive Prevalence Rate
2. Oral Rehydration Therapy (ORT)

Benin began. A BHR/PVC grant to Africare for a child survival program in the Oueme Region was awarded. A results framework was developed in April 1997 in collaboration with sector partners, which led to a strategic approach defining an integrated program of family health activities in the target region of Borgou

supported by selected activities at the national level. On the basis of this framework and strategic approach, a Special Objective Grant Agreement (SOAG) was signed with the GOB.

Progress for FY97 will be described using the new results framework which differs from that used in results reporting for FY96. Whereas last year's R4 results were by programmatic areas (family planning, child survival, and HIV/AIDS), this year's results represent improvements in policy, access, quality, and demand for integrated family health services. *The intermediate results are described in their order of priority with policy and access being of the highest priority.* Indicators from last year's R4 will be reported and new indicators will be proposed pending the approval of the new CSP and the finalization of program design.

Despite staffing constraints and certain set-backs that were experienced with the MOH, progress met our expectations. The Western Consortium Population Fellow, who arrived at the beginning of FY97, provided the Mission's first technical support in health. Much effort was devoted to the development of a framework and strategic approach the Mission would take for its health objective. Mid-year, the team lost its direct hire team leader and its results and resources specialist. Though a direct hire HPN position was created, two bidding cycles did not produce any interested staff. A further set-back was experienced when the MOH

rejected technical assistance in the implementation of the reproductive health training strategy. *In spite of the staff shortages and the lack of an institutional contractor to execute the program, progress has been made.*

Intermediate Result 1: Improved Policy Environment

Benin is in the early stages of progress in the policy arena, having adopted a National Population Policy (NPP) only in 1996. An implementation plan for the NPP was developed by the Ministry of Plan with support of the United Nations Fund for Population Activities (UNFPA) and the USAID field support Policy Project. USAID/Benin drafted a national strategy for reproductive health training in collaboration with the MOH and UNFPA based on the recommendations of the Reproductive Health Training Needs Assessment done in 1996 by the field support project, PRIME, (Primary Providers' Education and Training in Reproductive Health). The Mission supported the first step in this strategy which was the revision of the norms and standards of care for reproductive health which is nearing completion. Also supported was an International Planned Parenthood Federation (IPPF) sponsored West African symposium to develop strategies to remove judicial barriers to reproductive health in Benin. Follow-up to this symposium includes support to local NGOs to abrogate the Law of 1920 that outlaws the distribution of contraceptives. USAID/Benin sent several participants to the regional symposium for the integration of reproductive health into medical and para-medical schools. We are supporting the implementation of the action plan which the Benin delegation developed at this symposium through technical support from the Johns Hopkins Program for International Education in Reproductive Health (JHPIEGO). Another policy advance made in the reproductive health arena was the approval by the MOH for the social marketing of an oral contraceptive by Population Services International (PSI).

IR1 Indicators:

To be finalized in 1998.

The Policy Project set up an office and, with the hiring of a local coordinator, has begun work on a population, health, and sustainable development policy presentation with the Ministry of Plan. The results of the 1996 Demographic and Health Survey (DHS) were presented to national level decision-makers and it was adopted as the official document of reference for demographic and health data. Dissemination of the DHS to regional decision-makers has begun and will be completed in 1998. With regard to HIV/AIDS policy, the Policy Project in collaboration with the National AIDS Control Program (PNLS) have begun the development of the AIDS Impact Model (AIM) due to be finalized and presented in 1998. Institution building of the PNLS continues with efforts to increase management capacity and clarification of its role in the coordination of sector activities. With regard to child survival policy, USAID/Benin and the field support project BASICS (Basic Support for Institutionalizing Child Survival) have begun policy discussions on the adoption of the Integrated Management of Childhood Illnesses (IMCI). We sent key policy makers to regional and international IMCI conferences in order to promote adoption of this important

child survival approach. Adoption of the IMCI and its adaptation to the Benin context should take place in 1998.

Assessments were performed of the private sector and of donor investments in the health sector. Collaboration with USAID's bilateral partners in the Borgou region, the German Technical Cooperation (GTZ) and the Swiss Cooperation, has already begun. Collaboration with our multilateral partners (UNFPA, UNICEF, WHO) continues. We assisted in the creation of a Beninese Health NGO Network (ROBS) and through the Policy Project, support a coordinator for ROBS. Technical assistance to ROBS for the development of a strategic plan as well as for capacity-building through training will be provided.

Intermediate Result 2: Increased Access to FP/MCH/STD/HIV Services and Products

Much progress was made in IR2 through a grant to the Family Health and AIDS/West and Central Africa program (FHA/WCA), USAID/Benin provided support to PSI to expand its social marketing activities to the three northern regions of Benin and thus increase access to condoms and oral rehydration salts (ORS). Four hundred

sixty-three (463) new points of sale were established, a total of 3,081,656 condoms were distributed (a 23% increase from 1996), and a total of 1,748,010 ORS packets were distributed (a 33% increase from 1996). A total of about 1,500 community-based distributors were trained or retrained to distribute these commodities. A situation analysis, focus group discussions, and brand research was completed for the launching of a socially marketed oral contraceptive in March 1998.

IR2 Indicators:

1. Number of condoms distributed through social marketing
2. Number of health facilities providing quality reproductive health services

USAID/Benin funded an assessment of the MOH contraceptive logistics system done by the Family Planning Logistics Management (FPLM) project. An action plan for improvement of the logistics system was developed in collaboration with the MOH and UNFPA. USAID/Benin held a workshop to train key public and private sector logistics personnel in February 1998 as the first step in this plan.

With technical assistance from JHPIEGO, the integration of reproductive health into pre-service institutions began during this period. This integration will eventually increase access to services by ensuring that medical and para-medical practitioners receive training in reproductive health prior to being posted to public health centers.

Intermediate Result 3: Improved Quality of FP/MCH/STD/HIV Management and Prevention Services

USAID/Benin funded several assessments under this IR in FY97. These include a PRIME reproductive health training needs assessment in the Borgou region, a preliminary assessment for the implementation of the Africa Integrated Malaria Initiative (AIMI) in the Oueme region in conjunction with the Africare Child Survival Project, and 3 assessments done by BASICS: an IMCI feasibility analysis, an analysis of the nutrition situation in Benin, and an implementation plan for a minimum package of six nutrition interventions in Borgou (MINPAK).

IR3 Indicators:

To be finalized in 1998.

We held three national state of the art family planning training programs for 60 key public sector central and regional level officials. This training were in preparation for the revision of the norms and standards of care. When their technical assistance in the development and implementation of a national reproductive health training strategy was rejected by the MOH, PRIME began a decentralized and collaborative effort with GTZ in the Borgou region to help train their staff and MOH counterparts in family planning and community-based distribution. A training plan was also developed for the private sector in coordination with the NGO network, ROBS. These training plans will be implemented in FY98. Within the context of the PSI social marketing program, 47 AIDS Awareness and Prevention training workshops were conducted for a total of 1,332 participants and 23 ORT/ORS training workshops were conducted with 657 participants. In anticipation of IMCI implementation, three MOH staff attended a regional IMCI nutrition workshop.

Intermediate Result 4: Increased Demand for and Practices Supporting Use of FP/MCH/STD/HIV Services, Products, and Prevention Measures.

Community-based NGO implemented activities were supported by the Mission under this IR. Clinic Jordan, an NGO clinic in the Borgou region, put on 25 separate events in local languages with folkloric artists in different neighborhoods of the regional capital Parakou to sensitize people to the benefits of birth spacing. These were supported by local language radio broadcasts as well. This 6-month long series of events doubled the number of new family planning acceptors in only one month. Another NGO targeted women's professional groups to increase knowledge and awareness on STD/HIV prevention. Outreach workers were also trained by another NGO to do community sensitization regarding sexually transmitted diseases and HIV prevention. Through its social marketing awareness-raising activities, PSI conducted 67 AIDS awareness and prevention events reaching approximately 17,000 people. Similar awareness-raising activities with regard to the use of oral rehydration therapy were conducted

IR4 Indicators:

To be finalized in 1998.

reaching 3,235 people. Two capacity-building workshops were conducted with 15 different NGOs on Information, Education, Communication (IEC) techniques for family health. To further increase IEC skills, BASICS sent 5 participants from Benin to a regional radio workshop in Burkina Faso. The workshop trained a cadre of radio program trainers in planning, implementation, and evaluation of radio spots for health.

2. Expected Progress Through FY 2000 and Management Actions

A meeting was held at USAID/Washington in November 1997 to set parameters for the revision of the Country Strategic Plan (CSP) and upgrade health from a Special Objective to a Strategic Objective. A revised country strategic plan, including a new strategy for family health, was submitted to USAID/Washington in February and will be reviewed in March 1998. The results package for the integrated family health program in the Borgou region will be finalized and, pending approval of the new strategy, will be awarded through a competitive contract to an institutional contractor. This program will contain results in family planning, STD/HIV prevention, and maternal and child health. A child survival package of services will be implemented by BASICS in the Borgou region in 1998, with support to the Africare Child Survival Program in the Oueme region as well. This package will include nutrition interventions, IMCI implementation (with emphasis on the improved management of children with malaria, diarrhea, and acute respiratory infections), increased vaccination coverage, and the development of IEC to reinforce these program components. A bridging mechanism for PSI's social marketing program will be developed in 1998 pending a competitive award for an expanded, national social marketing program with an increased family health product line.

By the end of FY98, we expect to have a full complement of staff: a USDH Health Officer, one family health fellow and a contractual technical specialist (both program funded), a local technical specialist, and a results and resources specialist. The program will also receive support from a Mission direct hire Program Officer and a Project Development Officer. BASICS will hire a local coordinator based in Borgou.

Specific activities and progress which should take place in FY98 are the following:

- finalization of a population, health, and sustainable development policy presentation as well as the AIDS Impact Model (AIM) presentation;
- adoption of IMCI by the GOB and the beginning of its adaptation to Benin;
- the development of a viable contraceptive logistics system in the Borgou region;
- launching of the social marketing campaign for *Harmonie* oral contraceptive;
- training of health agents in the Borgou region in family planning and community-based distribution;
- development of IEC messages supporting family planning and child survival interventions;
- skills-building for the NGO members of ROBS in advocacy as well as the design and

execution of community-based health activities.

Management Actions

This table reflects changes made in the Family Health Special Objective's IRs which have been incorporated in the 1998-2003 CSP.

	1997 Results Report	1998 - 2003 CSP
Objective Number	Special Objective 2	Strategic Objective 2
Objective Title	Expand the Availability, Quality and Use of Family Health and HIV/AIDS Prevention Services	Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment
Intermediate Results (IRs)	IR 1: Population: Availability and use of quality family planning services increased	IR 1: Improved Policy Environment
	IR 2: Child Survival: Child mortality and morbidity rate reduced	IR 2: Increased Access to FP/MCH/STD/HIV Services and Products
	IR 3: STD/HIV/AIDS prevention programs reinforced (HIV/AIDS)	IR 3: Improved Quality of FP/MCH/STD/HIV Management and Prevention Services
		IR 4: Increased Demand for and Practices Supporting use of FP/MCH/STD/HIV Services, Products, and Prevention Measures

3. Performance Data Tables

The four performance data tables included in last year's R4 are found below. Changes have been made in the objective and /or IR to which they are linked due to the change in the results framework in 1997. Additional proposed performance tables for 1998 have been added linked to the other new IRs. Given the integrated nature of the proposed program, the indicators will need to show results in the areas of population, child survival, and STD/HIV prevention. These indicators were proposed in the Country Strategic Plan submitted in February 1998. They should be considered provisional pending approval of the CSP and finalization of the program design for the Benin Integrated Family Health Program.

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin					
RESULT NAME: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment					
INDICATOR: Contraceptive Prevalence Rate (CPR)					
UNIT OF MEASURE: Percentage SOURCE: DHS and MOH INDICATOR DESCRIPTION: Estimate of the proportion of women of reproductive age using a modern contraceptive method at a particular point in time. COMMENTS: The 1996 DHS provided the baseline for this indicator and will be redone in 2001. Couple years protection (CYP), will be used as a proxy indicator to track progress when CPR is not available. Due to delays in program implementation, results for this indicator cannot be expected until 1999. This indicator will be reported nationally and in the focus region of Borgou.	YEAR	PLANNED		ACTUAL	
		Nat' 1	Borgou	Nat' 1	Borgou
	1996	---	---	3.4	2.5
	1997	---	---	---	---
	1998	---	---	---	---
	1999	4.4	3.5		
	2000	5.4	4.5		
	2001	6.4	5.5		
	2002	7.4	6.5		
	2003	8.4	7.5		

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment			
INDICATOR: Oral Rehydration Therapy (ORT) Use Rate			
UNIT OF MEASURE: Percent	YEAR	PLANNED	ACTUAL
SOURCE: DHS, population-based surveys	1996	---	26
INDICATOR DESCRIPTION: An estimate of the proportion of all cases of diarrhea in children under age 5 treated with oral rehydration salts (ORS) and/or a recommended home fluid.	1997	29	35*
	1998	34	
	1999	39	
	2000	44	
	2001	49	
COMMENTS: No surveys for this indicator were performed in 1997. UNICEF is planning a survey for 1998 and the DHS will be repeated in 2001. PSI has projected a 25% increase in sales per year for the next 5 years.			

*The ORT use rate given for 1997 is a proxy figure provided by PSI which was calculated using the 1995 UNICEF survey and the 1996 DHS, as well as data on ORS sales, total number of children under 5, percentage of children under 5 with diarrhea, and the average number of ORS packets used per diarrhea episode.

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increased Access to FP/MCH/STD/HIV Services and Products			
INDICATOR: Number of condoms distributed through social marketing			
UNIT OF MEASURE: number of condoms	YEAR	PLANNED	ACTUAL
SOURCE: PSI and MOH reports	1995	---	355,000
INDICATOR DESCRIPTION: Number of condoms distributed through social marketing	1996	2,500,000	2,506,324
	1997	2,800,000	3,082,000
	1998	3,100,000	
COMMENTS: Through social marketing, USAID expects to show a continued increase in condom distribution resulting in a stabilization and eventual decrease in the HIV prevalence rate.	1999	3,400,000	
	2000	3,700,000	

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 2: Increased Access to FP/MCH/STD/HIV Services and Products			
INDICATOR: Number of health facilities providing quality reproductive health services			
UNIT OF MEASURE: Percentage	YEAR	PLANNED	ACTUAL
SOURCE: MOH, UNFPA, private sector assessment	1996	NA	NA
INDICATOR DESCRIPTION: Percentage of health facilities providing quality reproductive health services	1997	NA	NA
COMMENTS: This indicator was included in last year's R4 prior to the development of the results framework and the decision to focus the program in the Borgou region. This indicator will now only apply to this region. It will be changed for the next R4 reflecting the new program focus.	1998	NA	Baseline figure for Borgou TBD
	1999		
	2000		

PROPOSED PERFORMANCE TABLE FOR 1998

The following tables represent proposed indicators for 1998 pending the approval of the new CSP (1998-2003) and finalization of the Benin Integrated Family Health Program. As this is an integrated program, indicators will need to show results in the areas of population, child survival, and STD/HIV prevention.

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 1: Improved Policy Environment			
INDICATOR: Number of NGO members in health NGO network (ROBS)			
UNIT OF MEASURE: number of NGOs	YEAR	PLANNED	ACTUAL
SOURCE: Beninese Health NGO Network (Reseau des ONG Beninoise de Sante - ROBS)	1997	---	15
INDICATOR DESCRIPTION: NGOs registered with and participating in ROBS health activities	1998	20	
	1999	25	
	2000	30	
COMMENTS: ROBS was started in 1997 and is in a process of definition and growth. In the future, this indicator will reflect specific activities that the NGOs are involved in, i.e. advocacy.	2001	50	

PROPOSED PERFORMANCE TABLE FOR 1998

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 3: Improved Quality of FP/MCH/STD/HIV Management and Prevention Services			
INDICATOR: Proportion of postpartum women, infants (6-11 months) and children (12-36 months) receiving Vitamin A according to protocol in the Borgou region			
UNIT OF MEASURE: percent	YEAR	PLANNED	ACTUAL
SOURCE: Health center survey	1998	---	TBD
INDICATOR DESCRIPTION: Proportion of postpartum women, infants (6-11 months) and children (12-36 months) receiving Vitamin A according to protocol COMMENTS: BASICS will begin implementation of this protocol in 1998. Baseline data should be available by 1998 with results showing in 1999.	1999		
	2000		
	2001		
	2002	90	

PROPOSED PERFORMANCE TABLE FOR 1998

STRATEGIC OBJECTIVE 2: Increased Use of FP/MCH/STD/HIV Services and Prevention Measures Within a Supportive Policy Environment APPROVED: October 1993 COUNTRY/ORGANIZATION: USAID/Benin			
RESULT NAME 4: Increased demand for and practices supporting use of FP/MCH/STD/HIV services, products, and prevention measures			
INDICATOR: Women's knowledge of sexual means of prevention of AIDS in Borgou			
UNIT OF MEASURE: percent	YEAR	PLANNED	ACTUAL
SOURCE: DHS, population-based surveys	1996		42%
INDICATOR DESCRIPTION: Percentage of women who know a sexual means of prevention of AIDS.	1999		
	2000		
	2001		
COMMENTS: The baseline figures for this indicator was determined in 1996 in the DHS. Due to program delays, no change will be evident until 1999.	2002	60%	

III. STATUS OF MANAGEMENT CONTRACT

Post has submitted its Country Strategic Plan for FY1998-FY2003. At the time of this submission the CSP had not been reviewed and accepted. Mission's management contract will stem from the acceptance of that plan but as of today it has not yet been reviewed. Consequently, Mission's comments presuppose acceptance of the CSP.

Strategic Objective 1: Basic Education

There will not be major changes in the SO1 intermediate results. The SO title, however, has been revised so that it is more clearly stated and more concise. Also, to better address new constraints in the education reform program, USAID has developed revisions in the financial mechanism and in the number and kinds of conditionalities for the remaining NPA funds. USAID is currently negotiating with its education partners to ensure that part of the NPA funds are used for project activities. The number of conditions to be met for each tranche will be reduced and be more targeted.

USAID seeks to strengthen the role of local communities and civil society in the management of schools by assisting the GOB to devolve more responsibility to the local level. We will focus on results in the classrooms after six years of capacity building.

Special Objective 1: Democracy and Governance

There are no significant changes in the Democracy and Governance Management Contract. If the Mission CSP (1998-2003) is approved, we will maintain our integral and cross-cutting role. To tackle the GOB's absorptive capacity problem and combat corruption, we will change the order of priority of our intermediate results to emphasize the promotion of greater transparency and accountability in the management of public affairs. DG intermediate results will be re-prioritized as follows: 1) increased participation of civil society in national decision-making; 2) strengthened mechanisms to promote transparency and accountability; 3) improved environment for decentralized private and local initiatives, and 4) a strengthened, more independent and representative legislature. We will depend on the Global and Africa Bureaus to support our special objective specifically in IR2 and IR4.

Special Objective 2: Family Health

Since the last reporting period, both SPO2 and its intermediate results have been changed. A new results framework was developed in April 1997. Since health has taken on a greater role in the Mission's portfolio, approval to upgrade SPO 2 to a Strategic Objective (SO2) was given, following the parameters meeting in November 1997. A new health strategy was developed in the CSP for FY 1998-2003 which will be reviewed in March 1998. This strategy calls for the implementation of an integrated program of family health activities in

the target region of Borgou supported by selected policy activities at the national level. Emphasis will also be placed on community-based activities and collaboration with the private and public sectors. When this strategy is approved, the solicitation of a competitive award should be completed by the end of FY 98. Another major activity, the social marketing program, will be expanded as well and follow a similar competitive process which will be completed by March 1999.

PART TWO

FY 1999 - 2000 RESOURCE REQUEST

IV. RESOURCE REQUEST

1. Financial Plan

SO1: Basic Education

To achieve the anticipated results for FY 2000, the SO1 team requests additional funding to continue to provide technical assistance to strengthen the planning and management capacity of the Ministry of Education. We will promote equity of access by working with the newly created National Network for Girls' Education and with local NGOs that specialize in girls' education. We will continue expanding community/parent participation in education activities. Our interventions will focus on improvements at the classroom level. Furthermore, we will continue addressing the need for skills training for primary school leavers and drop-outs through local and U.S. PVOs.

An estimated pipeline of \$32 million is reported for FY 1998. This pipeline includes \$14 million remaining to be disbursed under the NPA Program. Due to the delay in NPA cash disbursement, we and our GOB partners are engaged in discussions to review the program funding mechanism so that part of the NPA funds would be projectized. Of the remaining pipeline (\$18 million), \$7.35m was obligated in 1997 and \$3.5m will be obligated in 1998. The start-up of our institutional contractor in family health expected this fiscal year will reduce the pipeline. The rate of expenditure in the other sectors is satisfactory.

SPO 1: Democracy and Governance

Activities under IR1 (increased participation of civil society in national decision-making) and IR3 (improved environment for decentralized private and local initiatives) have been mortgaged through to FY 2001. FY 1998 funds in addition to DG pipeline will be used to finance new activities under IR2 and IR4 such as anti-corruption, municipal elections and support to the National Assembly. SO1 and SO2 may provide supplemental funding for other activities.

SPO 2: Family Health

Following approval of the new CSP for FY 1998-2003, an RFP will be developed for the Integrated Family Health Program focused in the Borgou region. A five-year contract will be awarded to a U.S. PVO before the end of FY 98. This will have an LOP of \$15 million. An additional RFP for social marketing will be developed and a contract awarded by March 1, 1999. This will be a five-year contract of approximately \$1 to \$1.5 million per year. Both of these contracts will be funded through the mechanism of the Special Objective Agreement (SOAG) signed with the GOB in September 1997. Funds carried over from FY 97 are available in the SOAG. The two institutional contracts as well as the overall Mission strategy also will be reinforced through field support activities.

2. Prioritization of Objectives

USAID/Benin's priorities have not changed during the past year. SO1: Basic Education, SPO1: Democracy & Governance, and SPO2: Family Health remain the order of priority for

the Mission.

Our primary focus remains SO1: Basic Education, whose purpose is to assist the GOB to achieve its education reform program. Providing support to primary education to help strengthen the human resource base is the central rationale for our presence in the country.

Democracy and good governance is the priority objective of the Mission Performance Plan (MPP). Though not heavily funded, the SPO1: Democracy and Governance is integral to our education and health activities and provide synergy to our program.

The Mission has been given authority to proceed with the elevation of SPO2: Family Health to a strategic objective. Activities in this sector are still being developed and significant results are not expected until around the year 2000. The potential contribution in the health sector is vast, particularly in the area of reproductive health. The Mission is optimistic at the prospect of well planned and implemented activities in this sector.

3. Linkage with Centrally Funded Mechanism

3.1 Field Support

SO 1: Basic Education

In the education sector, field support requests are limited to training under the HRDA and ATLAS activities managed through the Global Bureau. The Basic Education SO relies on its staff and its institutional contract to provide direct technical assistance to the Ministry of Education.

SPO 1: Democracy and Governance

Most of the DG activities require short-term technical expertise, and some need long-term expertise, available through Africa and Global Bureaus arrangements. Such technical support is still needed in the areas of decentralization, anti-corruption, women in politics, legislative strengthening, elections and special studies. Most of these activities will continue to be financed with FY 99 and 2000 funds.

SPO 2: Family Health

USAID/Benin will continue with selected centrally funded activities that contribute to the implementation of its health strategy. SPO2 currently collaborates with the following field support projects: PRIME, Policy, BASICS, POPTECH, FPLM, Population Leadership Program, AIMI, CCP, IMPACT, PopCouncil, Measures 1, and EHP. PRIME is responsible for technical assistance in reproductive health training and Policy will assist government officials and civil society in understanding the impact of rapid population growth and the spread of AIDS on available resources. Policy will also provide support to the health NGO network ROBS. BASICS will implement interventions in the Borgou and Oueme regions in the areas of nutrition and the management of childhood illnesses. POPTECH will continue to provide technical assistance in the area of program development. FPLM will provide support to improve contraceptive logistics. AIMI will provide technical expertise in research and program development of a comprehensive malaria prevention program in selected regions.

The Community Involvement in the Management of Environmental Pollution (CIMEP) project within EHP is mobilizing 3 communities in the Borgou region to take charge of their health-related environmental problems. The Population Leadership Program is providing technical assistance through the placement of a population fellow in the Mission. IMPACT will provide technical assistance for HIV/AIDS prevention, PopCouncil support for operations research, Measures 1 for continued research, and the Central Contraceptive Procurement will provide commodities for the Benin program.

3.2 PL 480 Title II

Catholic Relief Services (CRS) implements USAID Title II activities in Benin. CRS has been operating in Benin since 1958 and since 1982, has been implementing a Title II program in all of the country. Although Benin could be self-sufficient in food production, various constraints exist at the national and local level which result in the persistence of pockets of malnutrition throughout the country. Over the years, CRS/Benin has moved from relief and charitable interventions to pursuing development assistance by designing projects that emphasize sustainability at the grassroots, community level.

Today, CRS implements activities in areas which are not directly targeted by USAID/Benin direct interventions, but which, nonetheless, contribute to the realization of strategic objectives in the area of family health, good governance, and primary education. In its two major areas of intervention - Food Assisted Child Survival (MCH Program) and Small Enterprise Development - CRS works through local NGOs and decentralized state structures to directly reach disadvantaged communities. The food assisted child survival (FACS) program is part of the nation-wide Maternal Child Health program that is undergoing a progressive shift towards community based child survival programming. This program works with Ministry of Health Social Centers and other church and community run Nutrition Education Centers to ensure that mothers of children 0 to 2 years of age receive proper nutritional education and counseling about their children's weight and immunization schedule. The MCH program is coupled with a credit/savings activities (developed as an integrated, participative approach involving health education and self-governance) to respond to the economic and social needs of local communities. To ensure the successful implementation and sustainability of its activities, CRS has designed the multi-sectoral small Enterprise Development project which focuses on village banking and other related activities, such as literacy, nutrition, agriculture and environmental sanitation. These integrated approaches facilitate access to revenue making it possible for villages to pay for their children's education, nutrition, health costs and to contribute financially to community development initiatives like school construction. CRS also has privately funded projects which complement the Title II activities in the following areas: HIV/AIDS, human rights, enterprise development and gender responsiveness.

4. Operating Expense and Workforce

4.1 Operating Expense (OE)

USAID/Benin's 1999 operating expense request reflects a 10.5% increase over the 1998 operating expense budget. This increase is due to the additional staffing and support costs involved in assuming regional twinning responsibility for Togo, Gabon, Nigeria and

Congo(Brazzaville) as a result of the closure of the REDSO/WCA office.

Other major operating expense line item increases in 1999 include additional costs for equipment purchases to improve the Mission's radio communications, and increases in the costs for residential leases.

The Mission's residential leases were originally negotiated prior to the CFA devaluation in 1994. These leases expire in 1999, and will be renegotiated at the current CFA valuation which is twice what it was in 1994. As a result, there will be substantial increases in the residential lease costs.

The other major line item cost increase in the 1999 budget is for improvements in the capability and operations of the Mission's mobile radio communications system. Current problems with the limited range of the vehicle radios, and the limited battery life of the handheld radios, will be addressed by installing relay equipment, and improving the quality of the Mission's radio equipment.

The year 2000 operating expense request has been budgeted over the 1999 request to incorporate the local inflation factor of approximately 3% to 4%. Funds have also been budgeted to replace the Mission's obsolete personal computers, and to implement the transition to the Windows NT operating platform.

USAID/Benin's FSN Separation Fund is fully funded for 1998, but will require additional funding in 1999 and 2000 due to the increase in FSN staffing necessary to support the Mission's regional workload and accounting station responsibilities.

Increases in the Mission's ICASS costs are anticipated in future years due to the increase in the number of USAID USDH relative to other agencies at post, and the planned phaseout of Peace Corps from certain cost centers under the post ICASS.

The operating expense figures presented in the attached tables reflect the current favorable exchange rate of approximately CFA 600 to \$1, and the anticipated transfer of requested computer equipment and residential and office equipment and furniture from REDSO/WCA to USAID/Benin. If the exchange rate suffers, or the Mission is unable to obtain the requested equipment from Abidjan, then the operating expense budgets will be reevaluated.

4.2 Workforce

USAID/Benin has had chronic difficulties with staffing, both in regard to USDHs and professional level foreign nationals. At the writing of this document, the Mission has 3 vacant USDH positions -- Program Officer, GDO/Education Officer, and Population/Health Officer and 3 professional level vacancies -- FSN-10 program and project managers.

Since 1994, the Mission has never been fully staffed with USDHs. Benin's size, geographic location, and French language requirements make it extremely difficult to fill vacant positions. Additionally, the shortage of qualified applicants in backstops such as Pop/Health and Education exacerbate this problem. Our Program position is expected to be filled prior to the

end of the calendar year, the Education Officer vacancy has just been announced and, unfortunately, there is little cause for optimism in the filling of the extremely important Pop/Health vacancy. In order to cope with our management responsibilities for this sector, we are requesting to extend our existing Western Consortium Fellow for a third year, beginning in August 1998. We also request the authority to fund a second Western Consortium Fellow.

The retention of FSN professionals has recently become a serious concern for the Mission. The majority of these departing employees left for positions that offer greater monetary compensation and expanded career opportunities. In an effort to curtail this trend, the Embassy and all Mission agencies are working to revise the Local Compensation Plan.

The Mission will be increasing its staff in coming months to facilitate the added responsibilities of accounting and provide twinning support for Togo, Nigeria, Gabon and Congo (Brazzaville). The workforce tables which follow reflect the workforce required to support the Mission's bilateral activities in addition to the assigned regional support responsibilities.

5. Environmental Compliance

All USAID/Benin SO activities were categorically excluded pursuant to 22 CFR 216, except the Basic Education SO's Songhai activity and the Family Health SPO's CIMEP and impregnated bednet activities. Songhai and CIMEP were given negative determinations and the bednet activity was deferred until more detailed information is available; although a negative determination is expected. As new activities are developed, the 22 CFR 216 requirements will be fulfilled.

USAID FY 2000 BUDGET REQUEST BY PROGRAM/COUNTRY

05-Aug-98
04:20 PMCountry/Program: USAID/Benin
Scenario: Base Level

S.O. # , Title	FY 2000																Future Cost (POST 2000)	Year of Final Oblig.
	Approp. Acct	Bilateral/Field Support	Est. SO Pipeline End of FY 99	Estimated Total	Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G	Est. Expend. FY 00	Est. Total Cost life of SO		
SO01 -- More children receive, on an equitable basis, a basic education which prepares them for productive roles in society																		
	HCD	Bilateral	28,385	6,800	6,800										12,280		21,000	2003
		Field Spt		200	200										200			
	Total		28,385	7,000	7,000	0	0	0	0	0	0	0	0	0	12,480	35,000	21,000	
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
	DV	Bilateral	2,104	1,000				1,000							2,300		4,500	2003
		Field Spt	861	1,500				1,500							1,300		5,100	
	Total		2,965	2,500	0	0	0	2,500	0	0	0	0	0	0	3,600	35,000	9,600	
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
	HCD	Bilateral	5,559	3,500					1,400	500	1,200	400			4,000		9,000	2003
		Field Spt	990	1,000					900	0	100	0			1,200		2,400	
	Total		6,549	4,500	0	0	0	0	2,300	500	1,300	400	0	0	5,200	0	11,400	
SP01 -- Improved Governance and Reinforced Democracy																		
	DV	Bilateral	703	1,500									0	1,500	2,000		6,000	2003
		Field Spt	200	500										500	650			
	Total		903	2,000	0	0	0	0	0	0	0	0	0	2,000	2,650	10,000	6,000	
		Bilateral		0													0	XX
		Field Spt		0													0	
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Bilateral		0													0	XX
		Field Spt		0													0	
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Bilateral		0													0	
		Field Spt		0													0	
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Bilateral		0													0	0
		Field Spt		0													0	
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Bilateral			36,751	12,800	6,800	0	0	1,000	1,400	500	1,200	400	0	1,500	20,580	0	48,000	
Total Field Support			2,051	3,200	200	0	0	1,500	900	0	100	0	0	500	3,350	0		
TOTAL PROGRAM			38,802	16,000	7,000	0	0	2,500	2,300	500	1,300	400	0	2,000	23,930	80,000		

FY 2000 Request Sector Totals -- DA		
Econ Growth		0
[Of which Microenterpris		0]
HCD		11,500
PHN		2,500
Environment		0
[Of which Biodiversity]		0]
Democracy		2,000
Humanitarian (PL 480 Title II)		1,900

FY 2000 Request Sector Totals -- ESF		
Econ Growth		0
[Of which Microenterprise		0]
HCD		0
PHN		0
Environment		0
[Of which Biodiversity]		0]
Democracy		0
Humanitarian		0

FY 2001 Target Program Level	16,000
FY 2002 Target Program Level	16,000
FY 2003 Target Program Level	16,000

USAID FY 1999 Budget Request by Program/Country

05-Aug-98
04:20 PMCountry/Program: USAID/Benin
Scenario: Base Level

S.O. # , Title		FY 1999															Future Cost (POST 2000)	Year of Final Oblig.
Approp. Acct	Bilateral/Field Support	Est. SO Pipeline End of FY 98	Estimated Total	Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G	Est. Expend. FY 99	Est. Total Cost life of SO			
SO01 -- More children receive, on an equitable basis, a basic education which prepares them for productive roles in society																		
HCD	Bilateral	35,285	6,500	6,500										13,400		21,000	2003	
	Field Spt		500	500										500				
	Total	35,285	7,000	7,000	0	0	0	0	0	0	0	0	0	13,900	35,000	21,000		
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
DV	Bilateral	1,854	1,000	1,000			1,000							750		4,500	2003	
	Field Spt	1,831	1,500	1,500			1,500							2,470		5,100		
	Total	3,685	2,500		0	0	2,500	0	0	0	0	0	0	3,220	35,000	9,600		
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
HCD	Bilateral	6,209	3,350					1,250	500	1,100	500			4,000		9,000	2003	
	Field Spt	1,055	850					750	0	100	0			915		2,400		
	Total	7,264	4,200		0	0	0	2,000	500	1,200	500	0	0	4,915	0	11,400		
SP01 -- Improved Governance and Reinforced Democracy																		
DV	Bilateral	928	1,200									0	1,200	1,425		6,000	2003	
	Field Spt	350	700										700	850				
	Total	1,278	1,900		0	0	0	0	0	0	0	0	1,900	2,275	10,000	6,000		
	Bilateral		0													0	XX	
	Field Spt		0															
	Total	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
	Bilateral		0													0	XX	
	Field Spt		0															
	Total	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
	Bilateral		0															
	Field Spt		0															
	Total	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
	Bilateral		0															
	Field Spt		0															
	Total	0	0		0	0	0	0	0	0	0	0	0	0	0	0		
Total Bilateral		44,276	12,050	6,500		0	1,000	1,250		1,100	500	0	1,200	19,575	0			
Total Field Support		3,236	3,550	500		0	1,500	750		100	0	0	700	4,735	0			
TOTAL PROGRAM		47,512	15,600	7,000	0	0	2,500	2,000	500	1,200	500	0	1,900	24,310	80,000	48,000		

FY 1999 Request Sector Totals -- DA	
Econ Growth	0
[Of which Microenterpris	0]
HCD	11,200
PHN	2,500
Environment	0
[Of which Biodiversity]	0]
Democracy	1,900
Humanitarian (PL 480 Title II)	1,855

FY 1999 Request Sector Totals -- ESF	
Econ Growth	0
[Of which Microenterprise	0]
HCD	0
PHN	0
Environment	0
[Of which Biodiversity]	0]
Democracy	0
Humanitarian	0

FY 2001 Target Program Level	16,000
FY 2002 Target Program Level	16,000
FY 2003 Target Program Level	16,000

USAID FY 1998 Budget Request by Program/Country

05-Aug-98
04:20 PMCountry/Program: USAID/Benin
Scenario: Base Level

S.O. # , Title		FY 1998															Future Cost (POST 2000)	Year of Final Oblig.
Approp. Acct	Bilateral/Field Support	Est. SO Pipeline End of FY 97	Estimated Total	Basic Education	Agric.	Other Growth	Pop	Child Survival	Infectious Diseases	HIV/AIDS	Other Health	Environ	D/G	Est. Expend. FY 98	Est. Total Cost life of SO			
SO01 -- More children receive, on an equitable basis, a basic education which prepares them for productive roles in society																		
	HCD	Bilateral	37,985	6,800	6,800									9,500		21,000	2003	
		Field Spt		700	700									700				
	Total		37,985	7,500	7,500	0	0	0	0	0	0	0	0	10,200	35,000	21,000		
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
	DV	Bilateral	1,104	950			950							200		4,500	2003	
		Field Spt	2,109	1,650			1,650							1,928		5,100		
	Total		3,213	2,600	0	0	2,600	0	0	0	0	0	0	2,128	35,000	9,600		
SO02 -- Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment																		
	HCD	Bilateral	3,189	3,650				1,250	500	1,400	500			630		9,000	2003	
		Field Spt	1,205	850				750	0	100	0			1,000		2,400		
	Total		4,394	4,500	0	0	0	2,000	500	1,500	500	0	0	1,630	0	11,400		
SP01 -- Improved Governance and Reinforced Democracy																		
	DV	Bilateral	1,100	1,950		500							1,450	2,122		6,000	2003	
		Field Spt	700	600		200							400	950				
	Total		1,800	2,550	0	700	0	0	0	0	0	0	1,850	3,072	10,000	6,000		
		Bilateral		0												0	XX	
		Field Spt		0														
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Bilateral		0												0	XX	
		Field Spt		0														
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Bilateral		0												0		
		Field Spt		0														
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Bilateral		0												0		
		Field Spt		0														
	Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total Bilateral			43,378	13,350	6,800	0	500	950	1,250	500	1,400	500	0	1,450	12,452	0	48,000	
Total Field Support			4,014	3,800	700	0	200	1,650	750	0	100	0	0	400	4,578	0		
TOTAL PROGRAM			47,392	17,150	7,500	0	700	2,600	2,000	500	1,500	500	0	1,850	17,030	80,000		

FY 1998 Request Sector Totals -- DA		
Econ Growth	700	
[Of which Microenterpris		
HCD	12,000	
PHN	2,600	
Environment	0	
[Of which Biodiversity]		
Democracy	1,850	
Humanitarian (PL 480 Title II)	1,904	

FY 1998 Request Sector Totals -- ESF		
Econ Growth	0	
[Of which Microenterprise		
HCD	0	
PHN	0	
Environment	0	
[Of which Biodiversity]		
Democracy	0	
Humanitarian	0	

FY 2001 Target Program Level	16,000
FY 2002 Target Program Level	16,000
FY 2003 Target Program Level	16,000

GLOBAL FIELD SUPPORT

Objective Name	Field Support: Activity Title & Number	Priority *	Duration	Estimated Funding (\$000)					
				FY 1998		FY 1999		FY 2000	
				Obligated by:		Obligated by:		Obligated by:	
				Operating Unit	Global Bureau	Operating Unit	Global Bureau	Operating Unit	Global Bureau
SO01: More children receive on an equitable basis, a basic education which prepares them for productive roles in society	HRDA: 698-0463.80	Medium	One year	300		200			
SO01	ATLAS: 698-0475.80	Medium	One year		400		300		200
SO02: Increased use of FP/MCH/STD/HIV services and prevention measures within a supportive policy environment	POPTECH and successor activity: 936-3024	High	09/03		0		150		100
SO02	INTRAH - PRIME: 936-3027	High	01/00		400		400		100
SO02	Family Planning Logistics Management: 936-3028	Medium-High	09/00		300		150		50
SO02	Population Council: 936-3050	High	09/99		100		0		0
SO02	C. Contraceptive Procurement and successor activity: 936-3057	High	12/03		100		400		450
SO02	Western Consortium Population Leaders: 936-3070	High	09/99		450		250		250
SO02	POLICY: 936-3078	High	09/00		200		200		100
SO02	AIMI (MALARIA): 936-3081	Medium	09/01		150		100		0
SO02	IMPACT: 936-3090.2	Medium	09/03		100		100		100
SO02	Environmental Health (CIMEP) and successor activity: 936-5994	Medium-High	09/98		200		100		100
SO02	BASICS and successor activity: 936-6006	High	09/98		400		500		450
SO02	Measures 1: 936-3083.01	Medium	09/02		100		0		800
SP01: Improved governance and reinforced democracy	General Governance - (ARD): AEP-5468-I-00-6009	Medium	3 years		400		200		0
SP01	CEPPS - (IFES): AEP-5466-A-00-5038-00	High	2 years		0		200		200
SP01	HRDA: 698-0463.80	High	3 years	200		200		200	
SP01	G-WIP - (TAF): AEP-5468-A-00-5037	Medium	3 years		0		100		100
GRAND TOTAL.....				500	3,300	400	3,150	200	3,000

* For Priorities use high, medium-high, medium, medium-low, low

Org. USAID/BENIN FY 1998 On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire								0	2	1	1			1	5	5
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5				4.5		10	3	12	24	1		1	41	51
Program	5							5							0	5
Total Staff Levels	9	2.5	0	0	4.5	0	0	16	5	14	25	2	0	2	48	64
TAACS								0							0	0
Fellows		1						1							0	1

1/ Excluding TAACS and Fellows

Org. USAID/BENIN FY 1999 Target On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	1	1						2	2	1	1			1	5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5				4.5		10	3	12	24	1		1	41	51
Program	5	1						6							0	6
Total Staff Levels	10	4.5	0	0	4.5	0	0	19	5	14	25	2	0	2	48	67
TAACS								0							0	0
Fellows		2						2							0	2

1/ Excluding TAACS and Fellows

Org. USAID/BENIN FY 1999 Request On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	1	1						2	2	1	1			1	5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5				4.5		10	3	12	24	1		1	41	51
Program	5	1						6							0	6
Total Staff Levels	10	4.5	0	0	4.5	0	0	19	5	14	25	2	0	2	48	67
TAACS								0							0	0
Fellows		2						2							0	2

1/ Excluding TAACS and Fellows

Org. USAID/BENIN FY 2000 Target On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	1	1						2	2	1	1			1	5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5			4.5			10	3	12	24	1		1	41	51
Program	5	1			1			7							0	7
Total Staff Levels	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68
TAACS								0							0	0
Fellows		2						2							0	2

1/ Excluding TAACS and Fellows

Org. USAID/BENIN FY 2000 Request On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	1	1						2	2	1	1			1	5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5			4.5			10	3	12	24	1		1	41	51
Program	5	1			1			7							0	7
Total Staff Levels	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68
TAACS								0							0	0
Fellows		2						2							0	2

1/ Excluding TAACS and Fellows

Org. USAID/BENIN FY 2001 On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
U.S. Direct Hire	1	1						2	2	1	1			1	5	7
Other U.S. Citizens: 1/ OE Internationally Recruited								0				1			1	1
OE Locally Recruited Program	1							0							0	0
								1							0	1
FSN/TCN Direct Hire: OE Internationally Recruited								0							0	0
OE Locally Recruited								0							0	0
FSN/TCN Non-Direct Hire: OE Internationally Recruited								0		1					1	1
OE Locally Recruited	3	2.5			4.5			10	3	12	24	1		1	41	51
Program	5	1			1			7							0	7
Total Staff Levels	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68
TAACS								0							0	0
Fellows		2						2							0	2

1/ Excluding TAACS and Fellows

Org. USAID/BENIN Summary On-Board Estimate	SO/SpO Staff							Total SO/SpO Staff	Management Staff						Total Mgmt.	Grand Total Staff
	SO 1	SO 2	SO 3	SO 4	SpO 1	SpO 2	SpO 3		Org. Mgmt.	Con- troller	AMS/ EXO	Con- tract	Legal	All Other		
FY 1998:																
U.S. Direct Hire	0	0	0	0	0	0	0	0	2	1	1	0	0	1	5	5
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	3	2.5	0	0	4.5	0	0	10	5	14	25	2	0	2	48	58
Program Funded	6	0	0	0	0	0	0	6	0	0	0	0	0	0	0	6
Total FY 1998	9	2.5	0	0	4.5	0	0	16	5	14	25	2	0	2	48	64

FY 1999 Target:																
U.S. Direct Hire	1	1	0	0	0	0	0	2	2	1	1	0	0	1	5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	4	3.5	0	0	4.5	0	0	12	5	14	25	2	0	2	48	60
Program Funded	6	1	0	0	0	0	0	7	0	0	0	0	0	0	0	7
Total FY 1999 Target	10	4.5	0	0	4.5	0	0	19	5	14	25	2	0	2	48	67

FY 1999 Request:																
U.S. Direct Hire	1	1	0	0	0	0	0	2	2	1	1	0	0	1	5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	4	3.5	0	0	4.5	0	0	12	5	14	25	2	0	2	48	60
Program Funded	6	1	0	0	0	0	0	7	0	0	0	0	0	0	0	7
Total FY 1999 Request	10	4.5	0	0	4.5	0	0	19	5	14	25	2	0	2	48	67

FY 2000 Target:																
U.S. Direct Hire	1	1	0	0	0	0	0	2	2	1	1	0	0	1	5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	4	3.5	0	0	4.5	0	0	12	5	14	25	2	0	2	48	60
Program Funded	6	1	0	0	1	0	0	8	0	0	0	0	0	0	0	8
Total FY 2000 Target	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68

FY 2000 Request:																
U.S. Direct Hire	1	1	0	0	0	0	0	2	2	1	1	0	0	1	5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	4	3.5	0	0	4.5	0	0	12	5	14	25	2	0	2	48	60
Program Funded	6	1	0	0	1	0	0	8	0	0	0	0	0	0	0	8
Total FY 2000 Request	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68

FY 2001 Estimate:																
U.S. Direct Hire	1	1	0	0	0	0	0	2	2	1	1	0	0	1	5	7
OE Internationally Recruited	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2	2
OE Locally Recruited	3	2.5	0	0	4.5	0	0	10	3	12	24	1	0	1	41	51
Total OE Funded Staff	4	3.5	0	0	4.5	0	0	12	5	14	25	2	0	2	48	60
Program Funded	6	1	0	0	1	0	0	8	0	0	0	0	0	0	0	8
Total FY 2001 Target	10	4.5	0	0	5.5	0	0	20	5	14	25	2	0	2	48	68

MISSION :

USAID/BENIN

USDH STAFFING REQUIREMENTS BY SKILL CODE

BACKSTOP (BS)	No. of USDH Employees In Backstop FY 98	No. of USDH Employees In Backstop FY 99	No. of USDH Employees In Backstop FY 2000	No. of USDH Employees In Backstop FY 2001
01SMG	1	1	1	1
02 Program Off.	1	1	1	1
03 EXO	1	1	1	1
04 Controller	1	1	1	1
05/06/07 Secretary				
10 Agriculture.				
11Economics				
12 GDO				
12 Democracy				
14 Rural Dev.				
15 Food for Peace				
21 Private Ent.				
25 Engineering				
40 Environ				
50 Health/Pop.	1	1	1	1
60 Education	1	1	1	1
75 Physical Sci.				
85 Legal				
92 Commodity Mgt				
93 Contract Mgt				
94 PDO	1	1	1	1
95 IDI	1	1		
Other*				
TOTAL	8	8	7	7

*please list occupations covered by other if there are any

Org. Title:	Benin	Overseas Mission Budgets														
Org. No:		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Org. Title:	Benin	Overseas Mission Budgets														
Org. No:		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total

Org. Title: Org. No: OC		Benin	Overseas Mission Budgets														
			FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
			Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
11.1	Base Pay & pymt. for annual leave balances - FNDH	0		0	0		0	0		0	0		0	0		0	
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
11.3	Base Pay & pymt. for annual leave balances - FNDH	0		0	0		0	0		0	0		0	0		0	
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11.5	Other personnel compensation	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
11.5	USDH	0		0	0		0	0		0	0		0	0		0	
11.5	FNDH	0		0	0		0	0		0	0		0	0		0	
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
11.8	Special personal services payments	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
11.8	USPSC Salaries	154.3		154.3	163.8		163.8	163.8		163.8	131.5		131.5	131.5		131.5	
11.8	FN PSC Salaries	535.6		535.6	571.5		571.5	571.5		571.5	584.8		584.8	584.8		584.8	
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0			0			0	
	Subtotal OC 11.8	689.9	0	689.9	735.3	0	735.3	735.3	0	735.3	716.3	0	716.3	716.3	0	716.3	
12.1	Personnel benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
12.1	USDH benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
12.1	Educational Allowances	12		12	12		12	12		12	18		18	18		18	
12.1	Cost of Living Allowances	0		0	0		0	0		0	0		0	0		0	
12.1	Home Service Transfer Allowances	0.7		0.7	0		0	0		0	0		0	0		0	
12.1	Quarters Allowances	0		0	0		0	0		0	0		0	0		0	
12.1	Other Misc. USDH Benefits	1.6		1.6	0		0	0		0	0		0	0		0	
12.1	FNDH Benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
12.1	Payments to the FSN Separation Fund - FNDH	0		0	0		0	0		0	0		0	0		0	
12.1	Other FNDH Benefits	0		0	0		0	0		0	0		0	0		0	
12.1	US PSC Benefits	76.8		76.8	88.8		88.8	88.8		88.8	73.6		73.6	73.6		73.6	
12.1	FN PSC Benefits	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
12.1	Payments to the FSN Separation Fund - FN PSC	0		0	8.3		8.3	8.3		8.3	9.1		9.1	9.1		9.1	
12.1	Other FN PSC Benefits	72.1		72.1	62.7		62.7	62.7		62.7	62.7		62.7	62.7		62.7	
12.1	IPA/Detail-In/PASA/RSSA Benefits	0		0	0		0	0		0	0		0	0		0	
	Subtotal OC 12.1	163.2	0	163.2	171.8	0	171.8	171.8	0	171.8	163.4	0	163.4	163.4	0	163.4	
13	Benefits for former personnel	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
13	FNDH	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
13	Severance Payments for FNDH	0		0	0		0	0		0	0		0	0		0	
13	Other Benefits for Former Personnel - FNDH	0		0	0		0	0		0	0		0	0		0	
13	FN PSCs	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
13	Severance Payments for FN PSCs	1		1	0		0	0		0	0		0	0		0	
13	Other Benefits for Former Personnel - FN PSCs	0.3		0.3	0		0	0		0	0		0	0		0	
	Subtotal OC 13.0	1.3	0	1.3	0	0	0	0	0	0	0	0	0	0	0	0	
21	Travel and transportation of persons	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
21	Training Travel	14.3		14.3	21.5		21.5	21.5		21.5	22.1		22.1	22.1		22.1	
21	Mandatory/Statutory Travel	Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line		Do not enter data on this line			
21	Post Assignment Travel - to field	12.7		12.7	11.7		11.7	11.7		11.7	9		9	9		9	

Org. Title:		Benin		Overseas Mission Budgets												
Org. No:		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
21	Assignment to Washington Travel	4.7		4.7	0		0	0		0	0		0	0		0
21	Home Leave Travel	5.5		5.5	6.7		6.7	6.7		6.7	27.3		27.3	27.3		27.3
21	R & R Travel	9		9	19.5		19.5	19.5		19.5	9		9	9		9
21	Education Travel	3		3	3		3	3		3	6		6	6		6
21	Evacuation Travel	0		0	0		0	0		0	0		0	0		0
21	Retirement Travel	2.3		2.3	0		0	0		0	0		0	0		0
21	Pre-Employment Invitational Travel	0		0	0		0	0		0	0		0	0		0
21	Other Mandatory/Statutory Travel	10		10	10		10	10		10	10		10	10		10
21	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Site Visits - Headquarters Personnel	13.1		13.1	13.1		13.1	13.1		13.1	13.5		13.5	13.5		13.5
21	Site Visits - Mission Personnel	17.2		17.2	21.5		21.5	21.5		21.5	22.1		22.1	22.1		22.1
21	Conferences/Seminars/Meetings/Retreats	27.7		27.7	30.5		30.5	30.5		30.5	31.4		31.4	31.4		31.4
21	Assessment Travel	0		0	0		0	0		0	0		0	0		0
21	Impact Evaluation Travel	0		0	0		0	0		0	0		0	0		0
21	Disaster Travel (to respond to specific disasters)	0		0	0		0	0		0	0		0	0		0
21	Recruitment Travel	1.6		1.6	0		0	0		0	0		0	0		0
21	Other Operational Travel	26.4		26.4	29		29	29		29	29.9		29.9	29.9		29.9
	Subtotal OC 21.0	147.5	0	147.5	166.5	0	166.5	166.5	0	166.5	180.3	0	180.3	180.3	0	180.3
22	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22	Post assignment freight	28.8		28.8	34.5		34.5	34.5		34.5	19		19	19		19
22	Home Leave Freight	12.4		12.4	21.8		21.8	21.8		21.8	39		39	39		39
22	Retirement Freight	26		26	0		0	0		0	0		0	0		0
22	Transportation/Freight for Office Furniture/Equip.	10		10	20		20	20		20	6		6	6		6
22	Transportation/Freight for Res. Furniture/Equip.	7		7	2		2	2		2	3.3		3.3	3.3		3.3
	Subtotal OC 22.0	84.2	0	84.2	78.3	0	78.3	78.3	0	78.3	67.3	0	67.3	67.3	0	67.3
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	24		24	24		24	24		24	24		24	24		24
23.2	Rental Payments to Others - Warehouse Space	16.8		16.8	18		18	18		18	18		18	18		18
23.2	Rental Payments to Others - Residences	77.8		77.8	146		146	146		146	152		152	152		152
	Subtotal OC 23.2	118.6	0	118.6	188	0	188	188	0	188	194	0	194	194	0	194
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	60.5		60.5	66.6		66.6	66.6		66.6	68.5		68.5	68.5		68.5
23.3	Residential Utilities	57.4		57.4	74.4		74.4	74.4		74.4	77.4		77.4	77.4		77.4
23.3	Telephone Costs	41		41	44.2		44.2	44.2		44.2	45.5		45.5	45.5		45.5
23.3	ADP Software Leases	0		0	0		0	0		0	0		0	0		0
23.3	ADP Hardware Lease	0		0	0		0	0		0	0		0	0		0
23.3	Commercial Time Sharing	0		0	0		0	0		0	0		0	0		0
23.3	Postal Fees (Other than APO Mail)	0		0	0		0	0		0	0		0	0		0
23.3	Other Mail Service Costs	0		0	0		0	0		0	0		0	0		0
23.3	Courier Services	0.8		0.8	1		1	1		1	1.3		1.3	1.3		1.3
	Subtotal OC 23.3	159.7	0	159.7	186.2	0	186.2	186.2	0	186.2	192.7	0	192.7	192.7	0	192.7
24	Printing and Reproduction	5.3		5.3	5.8		5.8	5.8		5.8	6		6	6		6
	Subtotal OC 24.0	5.3	0	5.3	5.8	0	5.8	5.8	0	5.8	6	0	6	6	0	6
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

Org. Title:		Overseas Mission Budgets														
Benin																
Org. No:	OC	FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.1	Studies, Analyses, & Evaluations	0		0	0		0	0		0	0		0	0		0
25.1	Management & Professional Support Services	27		27	20.8		20.8	20.8		20.8	29		29	29		29
25.1	Engineering & Technical Services	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.1	27	0	27	20.8	0	20.8	20.8	0	20.8	29	0	29	29	0	29
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	82		82	90.1		90.1	90.1		90.1	92.8		92.8	92.8		92.8
25.2	Residential Security Guard Services	79		79	94.8		94.8	94.8		94.8	97.6		97.6	97.6		97.6
25.2	Official Residential Expenses	0		0	0		0	0		0	0		0	0		0
25.2	Representation Allowances	0.7		0.7	0.7		0.7	0.7		0.7	0.7		0.7	0.7		0.7
25.2	Non-Federal Audits	0		0	0		0	0		0	0		0	0		0
25.2	Grievances/Investigations	0		0	0		0	0		0	0		0	0		0
25.2	Insurance and Vehicle Registration Fees	1.8		1.8	2.2		2.2	2.2		2.2	2.7		2.7	2.7		2.7
25.2	Vehicle Rental	0		0	0		0	0		0	0		0	0		0
25.2	Manpower Contracts	0		0	0		0	0		0	0		0	0		0
25.2	Records Declassification & Other Records Services	0		0	0		0	0		0	0		0	0		0
25.2	Recruiting activities	1		1	0		0	0		0	0		0	0		0
25.2	Penalty Interest Payments	0		0	0		0	0		0	0		0	0		0
25.2	Other Miscellaneous Services	8.8		8.8	7		7	7		7	7		7	7		7
25.2	Staff training contracts	20		20	0		0	0		0	0		0	0		0
25.2	ADP related contracts	5		5	0		0	0		0	5.6		5.6	5.6		5.6
	Subtotal OC 25.2	198.3	0	198.3	194.8	0	194.8	194.8	0	194.8	206.4	0	206.4	206.4	0	206.4
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	148.8		148.8	163.7		163.7	163.7		163.7	168.6		168.6	168.6		168.6
25.3	All Other Services from Other Gov't. accounts	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.3	148.8	0	148.8	163.7	0	163.7	163.7	0	163.7	168.6	0	168.6	168.6	0	168.6
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	9.7		9.7	6.8		6.8	6.8		6.8	7		7	7		7
25.4	Residential Building Maintenance	11.8		11.8	16.5		16.5	16.5		16.5	13.3		13.3	13.3		13.3
	Subtotal OC 25.4	21.5	0	21.5	23.3	0	23.3	23.3	0	23.3	20.3	0	20.3	20.3	0	20.3
25.6	Medical Care	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	0		0	0		0	0		0	0		0	0		0
25.7	Storage Services	0		0	0		0	0		0	0		0	0		0
25.7	Office Furniture/Equip. Repair and Maintenance	25.5		25.5	28.1		28.1	28.1		28.1	28.9		28.9	28.9		28.9
25.7	Vehicle Repair and Maintenance	13.7		13.7	15.1		15.1	15.1		15.1	15.8		15.8	15.8		15.8
25.7	Residential Furniture/Equip. Repair and Maintenance	8		8	8.8		8.8	8.8		8.8	9.1		9.1	9.1		9.1
	Subtotal OC 25.7	47.2	0	47.2	52	0	52	52	0	52	53.8	0	53.8	53.8	0	53.8
25.8	Subsistence and support of persons (by contract or Government)	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Supplies and materials	94.1		94.1	85.2		85.2	85.2		85.2	110.8		110.8	110.8		110.8

Org. Title: Benin		Overseas Mission Budgets														
Org. No: OC		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
Subtotal OC 26.0		94.1	0	94.1	85.2	0	85.2	85.2	0	85.2	110.8	0	110.8	110.8	0	110.8
31	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31	Purchase of Residential Furniture/Equip.	20.1		20.1	5		5	5		5	10		10	10		10
31	Purchase of Office Furniture/Equip.	58.2		58.2	143.4		143.4	143.4		143.4	52		52	52		52
31	Purchase of Vehicles	30		30	0		0	0		0	25		25	25		25
31	Purchase of Printing/Graphics Equipment	0		0	0		0	0		0	0		0	0		0
31	ADP Hardware purchases	26.7		26.7	34.4		34.4	34.4		34.4	140		140	140		140
31	ADP Software purchases	12.5		12.5	15		15	15		15	15		15	15		15
Subtotal OC 31.0		147.5	0	147.5	197.8	0	197.8	197.8	0	197.8	242	0	242	242	0	242
32	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32	Purchase of Land & Buildings (& construction of bld	0		0	0		0	0		0	0		0	0		0
32	Purchase of fixed equipment for buildings	0		0	0		0	0		0	0		0	0		0
32	Building Renovations/Alterations - Office	0		0	0		0	0		0	0		0	0		0
32	Building Renovations/Alterations - Residential	0		0	0		0	0		0	0		0	0		0
Subtotal OC 32.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Claims and indemnities	0		0	0		0	0		0	0		0	0		0
Subtotal OC 42.0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		2048.8	0	2048.8	2263.7	0	2263.7	2263.7	0	2263.7	2344.9	0	2344.9	2344.9	0	2344.9
Dollars Used for Local Currency Purchases		1537			1558						1854					
Exchange Rate Used in Computations		=600CFA			=600CFA						=600CFA					
Workyears of Effort 1/																
FNDH		0		0	0		0			0	0		0			0
FN PSCs		52		52	52		52			0	52		52			0
IPAs/Details-In		0		0	0		0			0	0		0			0
Manpower Contracts		0		0	0		0			0	0		0			0
Total Workyears		52	0	52	52	0	52	0	0	0	52	0	52	0	0	0

1/ One workyear of effort is equal to 2080 hours worked.

TRUST FUNDS & FSN SEPARATION FUND

Orgno.: 21680
Org. Title: USAID/BENIN

Foreign National Voluntary Separation Account

Action	FY 98			FY 99			FY 00		
	OE	Program	Total	OE	Program	Total	OE	Program	Total
Deposits	0.0	0.9	0.9	8.3	0.7	9.0	9.1	1.1	10.2
Withdrawals			0.0			0.0			0.0

Unfunded Liability (if any)
at the end of each FY.

Local Currency Trust Funds - Regular (\$000s)

	FY 98	FY 99	FY 00
Balance Start of Year	0.0	0.0	0.0
Obligations			
Deposits			
Balance End of Year	0.0	0.0	0.0

Exchange Rate(s) Used

Trust Funds in Dollar Equivalents, not in Local Country Equivalents

Local Currency Trust Funds - Real Property (\$000s)

	FY 98	FY 99	FY 00
Balance Start of Year	0.0	0.0	0.0
Obligations			
Deposits			
Balance End of Year	0.0	0.0	0.0

Trust Funds in Dollar Equivalents, not in Local Country Equivalents

Cost of Controller Operations

Org. Title:		Overseas Mission Budgets									
OC	21680	TF		FY 1999 Target		TF		FY 2000 Target		TF	
		Dollars	Total	Dollars	Total	Dollars	Total	Dollars	Total		

Org. Title: USAID/BENIN		Overseas Mission Budgets														
Org. No: 21680		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
11.1	Personnel compensation, full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.1	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.3	Personnel comp. - other than full-time permanent	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.3	Base Pay & pymt. for annual leave balances - FNDH			0			0			0			0			0
	Subtotal OC 11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.5	Other personnel compensation	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.5	USDH			0			0			0			0			0
11.5	FNDH			0			0			0			0			0
	Subtotal OC 11.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11.8	Special personal services payments	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
11.8	USPSC Salaries	8		8	16		16	16		16	8		8	8		8
11.8	FN PSC Salaries	187.1		187.1	207.5		207.5	207.5		207.5	212.5		212.5	212.5		212.5
11.8	IPA/Details-In/PASAs/RSSAs Salaries			0			0			0			0			0
	Subtotal OC 11.8	195.1	0	195.1	223.5	0	223.5	223.5	0	223.5	220.5	0	220.5	220.5	0	220.5
12.1	Personnel benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	USDH benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Educational Allowances	0		0	0		0	0		0	0		0	0		0
12.1	Cost of Living Allowances	0		0	0		0	0		0	0		0	0		0
12.1	Home Service Transfer Allowances	0		0	0		0	0		0	0		0	0		0
12.1	Quarters Allowances	0		0	0		0	0		0	0		0	0		0
12.1	Other Misc. USDH Benefits	0		0	0		0	0		0	0		0	0		0
12.1	FNDH Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FNDH	0		0	0		0	0		0	0		0	0		0
12.1	Other FNDH Benefits	0		0	0		0	0		0	0		0	0		0
12.1	US PSC Benefits	4.3		4.3	8.5		8.5	8.5		8.5	4.4		4.4	4.4		4.4
12.1	FN PSC Benefits	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
12.1	Payments to the FSN Separation Fund - FN PSC	0		0	1.8		1.8	1.8		1.8	1.9		1.9	1.9		1.9
12.1	Other FN PSC Benefits	16		16	14.2		14.2	14.2		14.2	14.2		14.2	14.2		14.2
12.1	IPA/Detail-In/PASA/RSSA Benefits	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 12.1	20.3	0	20.3	24.5	0	24.5	24.5	0	24.5	20.5	0	20.5	20.5	0	20.5
13	Benefits for former personnel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	FNDH	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		

Cost of Controller Operations

Org. Title: USAID/BENIN		Overseas Mission Budgets														
Org. No: 21680		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
13	Severance Payments for FNDH	0		0	0		0	0		0	0		0	0		0
13	Other Benefits for Former Personnel - FNDH	0		0	0		0	0		0	0		0	0		0
13	FN PSCs	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
13	Severance Payments for FN PSCs	0		0	0		0	0		0	0		0	0		0
13	Other Benefits for Former Personnel - FN PSCs	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 13.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Travel and transportation of persons	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Training Travel	2		2	2.3		2.3	2.3		2.3	2.5		2.5	2.5		2.5
21	Mandatory/Statutory Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Post Assignment Travel - to field	0		0	0		0	0		0	0		0	0		0
21	Assignment to Washington Travel	0		0	0		0	0		0	0		0	0		0
21	Home Leave Travel	0		0	3		3	3		3	0		0	0		0
21	R & R Travel	2.5		2.5	0		0	0		0	2.7		2.7	2.7		2.7
21	Education Travel	0		0	0		0	0		0	0		0	0		0
21	Evacuation Travel	0		0	0		0	0		0	0		0	0		0
21	Retirement Travel	0		0	0		0	0		0	0		0	0		0
21	Pre-Employment Invitational Travel	0		0	0		0	0		0	0		0	0		0
21	Other Mandatory/Statutory Travel	0		0	0		0	0		0	0		0	0		0
21	Operational Travel	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
21	Site Visits - Headquarters Personnel	0		0	0		0	0		0	0		0	0		0
21	Site Visits - Mission Personnel	4		4	4		4	4		4	4.1		4.1	4.1		4.1
21	Conferences/Seminars/Meetings/Retreats	4		4	4		4	4		4	4.1		4.1	4.1		4.1
21	Assessment Travel	0		0	0		0	0		0	0		0	0		0
21	Impact Evaluation Travel	0		0	0		0	0		0	0		0	0		0
21	Disaster Travel (to respond to specific disasters)	0		0	0		0	0		0	0		0	0		0
21	Recruitment Travel	1		1	0		0	0		0	0		0	0		0
21	Other Operational Travel	4.2		4.2	4.2		4.2	4.2		4.2	4.3		4.3	4.3		4.3
	Subtotal OC 21.0	17.7	0	17.7	17.5	0	17.5	17.5	0	17.5	17.7	0	17.7	17.7	0	17.7
22	Transportation of things	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
22	Post assignment freight	0		0	0		0	0		0	0		0	0		0
22	Home Leave Freight	0		0	5		5	5		5	0		0	0		0
22	Retirement Freight	0		0	0		0	0		0	0		0	0		0
22	Transportation/Freight for Office Furniture/Equip.	2		2	4		4	4		4	1.5		1.5	1.5		1.5
22	Transportation/Freight for Res. Furniture/Equip.	1		1	0		0	0		0	0		0	0		0
	Subtotal OC 22.0	3	0	3	9	0	9	9	0	9	1.5	0	1.5	1.5	0	1.5
23.2	Rental payments to others	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.2	Rental Payments to Others - Office Space	3.8		3.8	3.8		3.8	3.8		3.8	3.8		3.8	3.8		3.8

Cost of Controller Operations

Org. Title: USAID/BENIN		Overseas Mission Budgets														
Org. No: 21680		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
23.2	Rental Payments to Others - Warehouse Space	2.6		2.6	2.8		2.8	2.8		2.8	2.8		2.8	2.8		2.8
23.2	Rental Payments to Others - Residences	9.6		9.6	20		20	20		20	20		20	20		20
	Subtotal OC 23.2	16	0	16	26.6	0	26.6	26.6	0	26.6	26.6	0	26.6	26.6	0	26.6
23.3	Communications, utilities, and miscellaneous charges	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
23.3	Office Utilities	8.7		8.7	12.5		12.5	12.5		12.5	13.9		13.9	13.9		13.9
23.3	Residential Utilities	8.4		8.4	9.3		9.3	9.3		9.3	10.1		10.1	10.1		10.1
23.3	Telephone Costs	6.2		6.2	8.7		8.7	8.7		8.7	9.2		9.2	9.2		9.2
23.3	ADP Software Leases	0		0	0		0	0		0	0		0	0		0
23.3	ADP Hardware Lease	0		0	0		0	0		0	0		0	0		0
23.3	Commercial Time Sharing	0		0	0		0	0		0	0		0	0		0
23.3	Postal Fees (Other than APO Mail)	0		0	0		0	0		0	0		0	0		0
23.3	Other Mail Service Costs	0		0	0		0	0		0	0		0	0		0
23.3	Courier Services	0.2		0.2	0.3		0.3	0.3		0.3	0.4		0.4	0.4		0.4
	Subtotal OC 23.3	23.5	0	23.5	30.8	0	30.8	30.8	0	30.8	33.6	0	33.6	33.6	0	33.6
24	Printing and Reproduction	1		1	1.2		1.2	1.2		1.2	1.3		1.3	1.3		1.3
	Subtotal OC 24.0	1	0	1	1.2	0	1.2	1.2	0	1.2	1.3	0	1.3	1.3	0	1.3
25.1	Advisory and assistance services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.1	Studies, Analyses, & Evaluations	0		0	0		0	0		0	0		0	0		0
25.1	Management & Professional Support Services	0		0	0		0	0		0	0		0	0		0
25.1	Engineering & Technical Services			0			0			0			0			0
	Subtotal OC 25.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25.2	Other services	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.2	Office Security Guards	13		13	18.3		18.3	18.3		18.3	18.8		18.8	18.8		18.8
25.2	Residential Security Guard Services	13.1		13.1	13.5		13.5	13.5		13.5	13.9		13.9	13.9		13.9
25.2	Official Residential Expenses	0		0	0		0	0		0	0		0	0		0
25.2	Representation Allowances	0		0	0		0	0		0	0		0	0		0
25.2	Non-Federal Audits	0		0	0		0	0		0	0		0	0		0
25.2	Grievances/Investigations	0		0	0		0	0		0	0		0	0		0
25.2	Insurance and Vehicle Registration Fees	0.3		0.3	0.3		0.3	0.3		0.3	0.4		0.4	0.4		0.4
25.2	Vehicle Rental	0		0	0		0	0		0	0		0	0		0
25.2	Manpower Contracts	0		0	0		0	0		0	0		0	0		0
25.2	Records Declassification & Other Records Services	0		0	0		0	0		0	0		0	0		0
25.2	Recruiting activities	1		1	0		0	0		0	0		0	0		0
25.2	Penalty Interest Payments	0		0	0		0	0		0	0		0	0		0
25.2	Other Miscellaneous Services	1.4		1.4	1		1	1		1	1		1	1		1

Cost of Controller Operations

Org. Title: USAID/BENIN		Overseas Mission Budgets														
Org. No: 21680		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
25.2	Staff training contracts	3.2		3.2	0		0	0		0	0		0	0		0
25.2	ADP related contracts	0.8		0.8	0		0	0		0	0.9		0.9	0.9		0.9
	Subtotal OC 25.2	32.8	0	32.8	33.1	0	33.1	33.1	0	33.1	35	0	35	35	0	35
25.3	Purchase of goods and services from Government accounts	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.3	ICASS	23.6		23.6	25		25	25		25	26		26	26		26
25.3	All Other Services from Other Gov't. accounts	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.3	23.6	0	23.6	25	0	25	25	0	25	26	0	26	26	0	26
25.4	Operation and maintenance of facilities	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.4	Office building Maintenance	1		1	1.4		1.4	1.4		1.4	1.4		1.4	1.4		1.4
25.4	Residential Building Maintenance	1.9		1.9	2		2	2		2	2		2	2		2
	Subtotal OC 25.4	2.9	0	2.9	3.4	0	3.4	3.4	0	3.4	3.4	0	3.4	3.4	0	3.4
25.7	Operation/maintenance of equipment & storage of goods	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
25.7	ADP and telephone operation and maintenance costs	0		0	0		0	0		0	0		0	0		0
25.7	Storage Services	0		0	0		0	0		0	0		0	0		0
25.7	Office Furniture/Equip. Repair and Maintenance	4.5		4.5	5.7		5.7	5.7		5.7	5.8		5.8	5.8		5.8
25.7	Vehicle Repair and Maintenance	1.8		1.8	3		3	3		3	3.2		3.2	3.2		3.2
25.7	Residential Furniture/Equip. Repair and Maintenance	1.2		1.2	1.4		1.4	1.4		1.4	1.5		1.5	1.5		1.5
	Subtotal OC 25.7	7.5	0	7.5	10.1	0	10.1	10.1	0	10.1	10.5	0	10.5	10.5	0	10.5
25.8	Subsistence and support of persons (by contract or Government account)	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 25.8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Supplies and materials	21		21	17.3		17.3	17.3		17.3	24.5		24.5	24.5		24.5
	Subtotal OC 26.0	21	0	21	17.3	0	17.3	17.3	0	17.3	24.5	0	24.5	24.5	0	24.5
31	Equipment	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
31	Purchase of Residential Furniture/Equip.	3.4		3.4	0		0	0		0	1.4		1.4	1.4		1.4
31	Purchase of Office Furniture/Equip.	10		10	33.6		33.6	33.6		33.6	10.6		10.6	10.6		10.6
31	Purchase of Vehicles	4.7		4.7	0		0	0		0	4.1		4.1	4.1		4.1
31	Purchase of Printing/Graphics Equipment	0		0	0		0	0		0	0		0	0		0
31	ADP Hardware purchases	4.2		4.2	7		7	7		7	28.4		28.4	28.4		28.4
	Subtotal OC 31.0	22.3	0	22.3	40.6	0	40.6	40.6	0	40.6	44.5	0	44.5	44.5	0	44.5
32	Lands and structures	Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line			Do not enter data on this line		
32	Purchase of Land & Buildings (& construction of buildings)	0		0	0		0	0		0	0		0	0		0

Cost of Controller Operations

Org. Title: USAID/BENIN		Overseas Mission Budgets														
Org. No: 21680		FY 1998			FY 1999 Target			FY 1999 Request			FY 2000 Target			FY 2000 Request		
OC		Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total	Dollars	TF	Total
32	Purchase of fixed equipment for buildings	0		0	0		0	0		0	0		0	0		0
32	Building Renovations/Alterations - Office	0		0	0		0	0		0	0		0	0		0
32	Building Renovations/Alterations - Residential	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 32.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Claims and indemnities	0		0	0		0	0		0	0		0	0		0
	Subtotal OC 42.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL BUDGET		386.7	0	386.7	462.6	0	462.6	462.6	0	462.6	465.6	0	465.6	465.6	0	465.6
	Dollars Used for Local Currency Purchases	306			334.9			334.9			364.5			364.5		
	Exchange Rate Used in Computations	1=600CFA			1=600CFA			1=600CFA			1=600CFA			1=600CFA		